Human Resources Development Canada
Développement des ressources humaines Canada

Workplace Information Directorate
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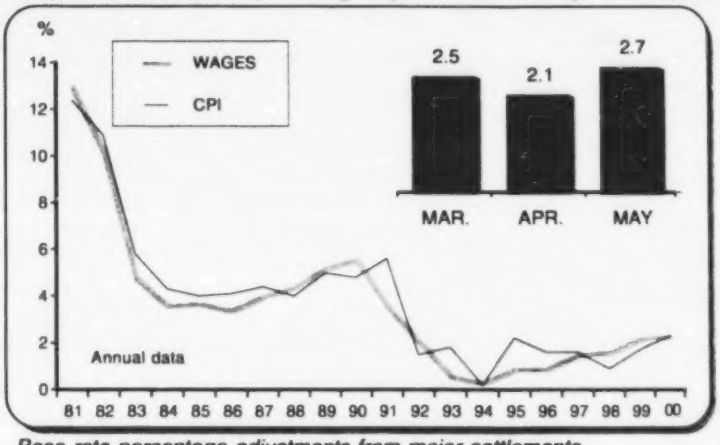
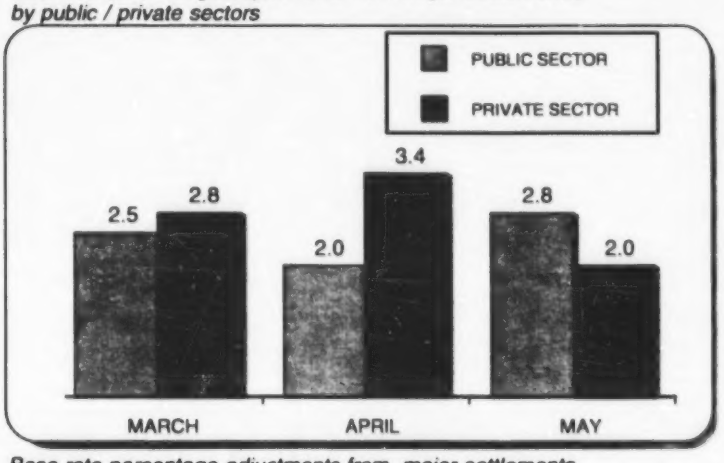
...EMENTS BULLETIN

July 2000
Volume 11, Issue 7

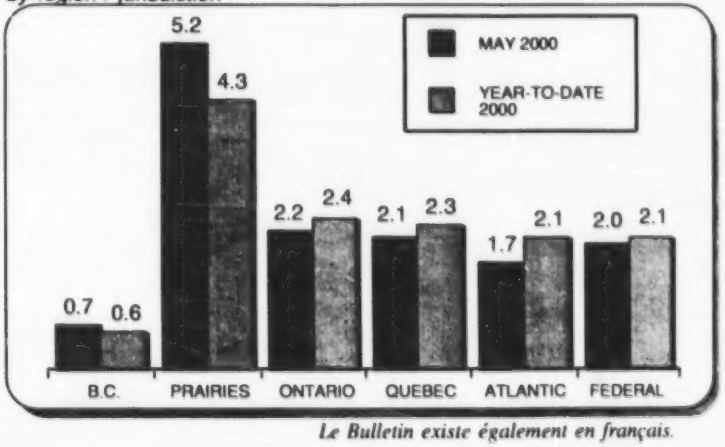
Perspective on base rate percentage adjustments from major settlements



Base rate percentage adjustments from major settlements, by public / private sectors



Base rate percentage adjustments from major settlements, by region / jurisdiction



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Wage Data for May 2000

Major collective bargaining settlements reached in **May 2000** provided base-rate wage increases averaging **2.7 per cent** annually over the contract-term, up from the 2.1 per cent average for April, and the 2.2 per cent average for 1999 as a whole. Base-rate wage increases for settlements reached this year to date (January to May 2000 inclusively) averaged 2.4 per cent.

The May 2000 results are based on a review of 32 settlements reached in the period, with a coverage of 82,130 employees. These results were significantly influenced by three City of Toronto settlements providing 18,400 municipal employees with wage increases averaging 2.5 per cent and by three Alberta public-sector health agreements covering 10,100 nurses and non-medical employees, with above-average wage gains of 7.2 per cent collectively.

The Alberta health-sector agreements exerted upward pressure on May's aggregate figure. Excluding these three settlements, the remaining 29 agreements had wage increases averaging 2.0 per cent.

When the parties to the May 2000 settlements previously negotiated (with contract durations averaging 34 months), the resulting wage adjustments averaged 2.1 per cent, compared to the 2.7 per cent in their current round of settlements.

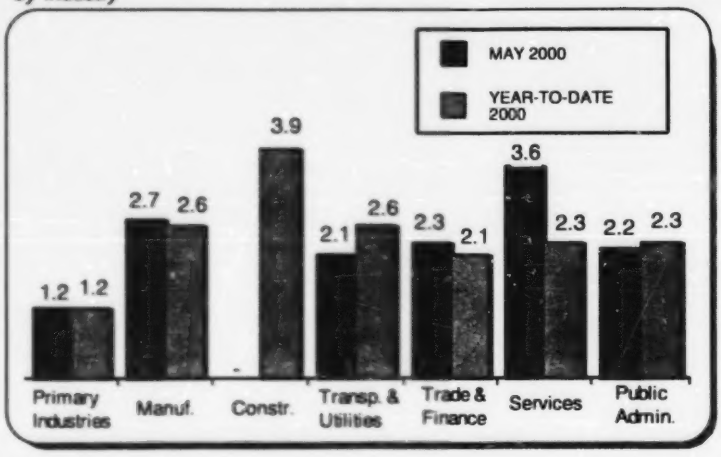
Private-sector wage adjustments for 12,890 employees in 10 settlements averaged **2.0 per cent**, down from 3.4 per cent in the previous month, and the average of 2.6 per cent for 1999. In the **public sector**, wage increases for 69,240 employees in 22 agreements averaged **2.8 per cent**, up from 2.0 per cent in the previous month, and last year's average of 1.9 per cent.

On a regional/jurisdictional basis, the largest concentration of employees was in Ontario, with 35,340 workers (43% of total) in 15 agreements obtaining wage increases averaging 2.2 per cent. The largest average wage increase was in the Prairie provinces at 5.2 per cent. All remaining regions/jurisdictions recorded increases below the national average. In descending order of magnitude they were: Quebec at 2.1 per cent; the Federal jurisdiction at 2.0 per cent; Atlantic Canada at 1.7 per cent and B.C. at 0.7 per cent.

Canada

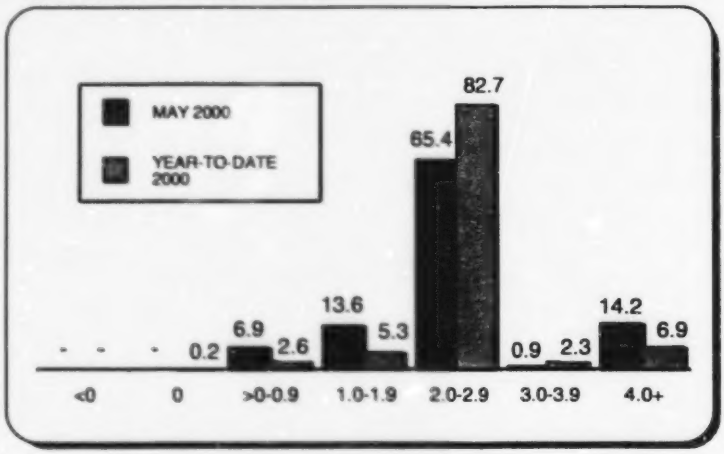
On an industry basis, the largest proportion of employees was in **public administration**; this industry group contained 7 agreements providing 40,410 employees (49.2% of total number of employees) with wage increases averaging **2.2 per cent**. The largest increase was in the **services sector**; 14 agreements provided 27,760 employees with wage gains averaging **3.6 per cent.** In **manufacturing**, 6 agreements provided 4,100 employees with wage gains averaging **2.7 per cent**. In **trade**, 2 agreements provided 1,870 employees with wage gains averaging **2.3 per cent** and in **transportation** a single agreement provided 3,820 employees (Canadian Airlines) with an average annual increase of **2.1 per cent**. The lowest average wage adjustments were in **primary industries** with 2 agreements providing 4,170 employees with wage adjustments averaging **1.2 per cent**. There were no major settlements in **construction**.

Base rate percentage adjustments from major settlements, by industry



The majority of workers (65.4% of all employees) received wage increases in the 2.0 to 2.9 per cent range. Approximately 20.5% of employees received increases below the 2.0 per cent level and just slightly over 14 per cent of employees received increases of 3.0 per cent or more. Wage increases in May settlements ranged from a low of 0.1 per cent for 1,120 teachers with the Thames Valley District School Board, to a high of 8.2 per cent for 6,500 employees in one of the three Alberta health-sector agreements.

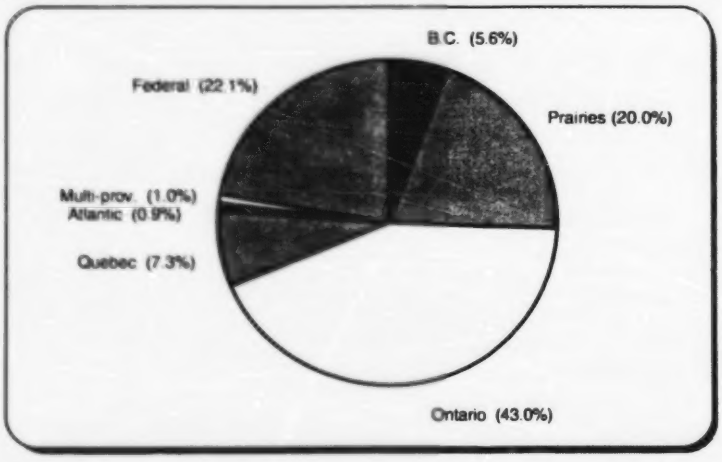
Percentage distribution of employees from major settlements, by size of base rate adjustments



The distribution of settlements and employees by region/jurisdiction is shown in the table below and the accompanying chart.

	Agreements	Employees
Atlantic provinces	1	750
Quebec	5	6,030
Ontario	15	35,340
Prairie provinces	5	16,420
B.C.	3	4,620
Multi-province	1	800
Federal	2	18,170

Percentage distribution of employees in major settlements, by region/jurisdiction



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MAJOR SETTLEMENTS REACHED IN MAY

Industry and Employer	No. of empls.	Average annual percentage adj.	First year adjustment	Duration (months)	Expiry date dd/mm/yy
Primary Industries (2 agreements)	**4,170**	**1.2**	**1.6**	**36**	
Inco Limited, smelting and refinery employees, Sudbury and Port Colborne, Ont.	3,420	1.1*	1.5	36	31/05/03
Noranda Mining & Exploration Inc. (Brunswick Mining Division), mine employees, Gloucester County, N.B.	750	1.7*	1.7	36	28/02/03
Manufacturing (6 agreements)	**4,100**	**2.7**	**2.7**	**43**	
C.S. Brooks Canada Inc., production employees, Magog, Que.	740	1.9	2.5	48	15/02/04
Cadbury Chocolate Canada Inc., production employees, Toronto, Ont.	550	2.3	2.5	36	30/11/02
Denim Swift (a subsidiary of Dominion Textile Inc.), production employees, Drummondville, Que.	740	2.5	2.5	36	16/02/03
Kruger inc., plant and maintenance empls., Trois-Rivieres, Que.	550	1.9	0.0	72	30/04/04
Mackie Automotive Systems, production, Whitby, Ont.	720	3.0	3.1	36	25/05/03
TRW Canada Limited, Linkage & Suspension Division, plant and maintenance employees, St. Catharines, Ont.	800	4.3*	4.5	36	30/04/03
Transportation, Communication and Other Utilities (1 agreement)	**3,820**	**2.1**	**3.0**	**46**	
Canadian Airlines International Ltd., passenger agents and customer service employees, System-wide	3,820	2.1	3.0	46	27/03/04
Trade-Finance (2 agreements)	**1,870**	**2.3**	**2.2**	**36**	
Finning (Canada), Division of Finning International Ltd., service and maintenance employees, B.C. & Y.T.	800	1.8	1.0	36	14/04/03
Manitoba Public Insurance Corporation, office and clerical employees, province-wide, Man.	1,070	2.7*	3.0	36	21/09/02
Community, Business & Personal Services (14 agreements)	**27,760**	**3.6**	**3.3**	**30.2**	
Board of School Trustees School District No. 68, office and clerical employees, Nanaimo, B.C.	650	0.6	0.0	42	31/12/01
Board of School Trustees of School District No. 61, office and clerical employees, Victoria, B.C.	920	1.0	0.0	24	31/12/01
Capital Health Authority (University of Alberta Hospital), non-medical employees, Edmonton, Alta.	2,000	4.0	4.0	24	31/03/02
City of Toronto, part-time service employees, Toronto, Ont.	1,600	2.5	2.0	36	31/12/01
Comité patronal de négociation secteur santé et services sociaux, health and social care professionals, province-wide, Que.	3,490	2.2	1.5	48	30/06/02
Halton District School Board, elementary teachers, Burlington, Ont.	1,430	2.5	2.5	12	31/08/01
Post-Secondary Employers' Association, support employees, province-wide, B.C.	3,050	0.7	0.0	36	31/03/01
Provincial Health Authorities of Alberta (long-term care), nursing assistants, Edmonton, Alta.	1,600	7.2	8.1	27	30/06/02

continued on next page

** Agreements with cost-of-living allowances (COLA) calculated at a projected 2.0% inflation rate.*

MAJOR SETTLEMENTS REACHED IN MAY

Industry and Employer	No. of empls.	Average annual percentage adj.	First year adjustment	Duration (months)	Expiry date dd/mm/yy
Provincial Health Authorities of Alberta, nursing assistants, province-wide, Alta.	6,500	8.2	8.2	24	31/03/02
Queen's University, professors & librarians, Kingston, Ont.	850	0.8	1.7	24	30/04/02
Thames Valley District School Board, educational services, London, Ont.	610	1.9	1.5	19	31/12/01
Thames Valley District School Board, occasional teachers, London, Ont.	1,120	0.1	0.0	48	31/08/02
University of Ottawa, teaching assistants, Ottawa, Ont.	1,100	2.8	0.0	63	31/08/02
York Catholic District School Board, elementary and secondary teachers, Aurora, Ont.	2,840	1.5	1.5	12	31/08/01
Public Administration (7 agreements)	**40,410**	**2.2**	**2.0**	**27.8**	
City of Toronto, part-time employees, Toronto, Ont.	900	2.5	2.0	36	31/12/01
City of Toronto, inside employees, Toronto, Ont.	10,000	2.5	2.0	36	31/12/01
City of Toronto, recreational employees, Toronto, Ont.	7,500	2.5	2.0	36	31/12/01
City of Winnipeg, inside & outside employees, Winnipeg, Man.	5,250	2.0*	2.0	36	25/12/02
Government of Canada, general service employees (firefighters), Canada-Wide	14,350	2.0	2.0	12	04/08/00
Montreal Urban Community, school crossing guards, Montreal, Que.	510	1.5	0.0	60	14/08/02
Ontario Property Assessment Corporation, administrative and support employees, province-wide, Ont.	1,900	2.3	2.0	36	31/12/02
Agreements with COLA (5 agreements)	**11,290**	**1.9**	**2.1**	**36.0**	
Agreements without COLA (27 agreements)	**70,840**	**2.8**	**2.6**	**30.0**	
All agreements (32 agreements)	**82,130**	**2.7**	**2.5**	**30.8**	

** Agreements with cost-of-living allowances (COLA) calculated at a projected 2.0% inflation rate.*

WAGE ADJUSTMENTS FROM MAJOR SETTLEMENTS

(effective average annual percentage adjustments in base rates)

	1997	1998	1999	1999				2000	Year to	2000		
				1	2	3	4	1	Date*	Mar	Apr	May
All Industries/Jurisdictions												
Average Annual Adjustment	1.5	1.7	2.2	1.5	2.4	2.4	2.9	2.3	2.4	2.5	2.1	2.7
Non-COLA	1.4	1.6	2.0	1.5	2.5	2.1	2.2	2.4	2.4	2.5	2.0	2.8
COLA	1.8	2.6	3.3	2.0	2.1	3.9	4.2	2.2	2.2	3.2	4.0	1.9
First Year Increase	1.1	1.4	1.9	1.2	2.1	1.9	2.9	1.9	2.0	2.2	2.0	2.5
Non-COLA	1.0	1.3	1.7	1.2	2.1	1.7	2.3	1.9	1.9	2.2	1.9	2.6
COLA	1.7	2.7	3.2	2.2	1.9	3.8	4.1	2.4	2.4	2.7	4.2	2.1
Industries												
Primary Industries	1.9	1.1	2.1	-	2.6	1.6	2.3	-	1.2	-	-	1.2
Manufacturing	2.3	1.4	3.3	1.6	2.3	3.3	4.3	2.4	2.6	2.8	3.4	2.7
Construction	1.6	2.4	2.0	2.5	5.3	1.4	-	3.9	3.9	-	-	-
Transp., Comm. & Util.	1.6	1.9	2.4	2.0	2.3	3.3	2.2	2.6	2.6	3.5	2.3	2.1
Trade-Finance	1.7	1.5	1.3	2.4	1.0	1.9	1.5	2.0	2.1	2.5	-	2.3
Services	1.0	1.4	1.8	0.9	2.3	2.5	2.3	2.2	2.3	2.1	2.1	3.6
Public Administration	1.3	1.8	2.2	1.7	3.1	2.2	2.2	2.5	2.3	2.6	2.0	2.2
Jurisdictions												
Newfoundland	1.7	1.3	1.6	1.6	1.6	2.2	-	2.4	2.4	2.4	2.3	-
Prince Edward Island	-	2.1	2.7	2.8	2.3	-	3.0	-	-	-	-	-
Nova Scotia	2.0	2.9	2.1	4.5	2.0	1.5	1.8	2.2	2.2	-	-	-
New Brunswick	0.7	1.5	2.4	-	1.6	3.6	-	1.5	1.6	2.3	-	1.7
Quebec	1.3	1.0	1.6	1.4	1.5	1.5	2.1	2.3	2.3	2.3	2.8	2.1
Ontario	1.1	1.6	2.1	1.4	1.6	3.1	3.6	2.5	2.4	3.0	2.2	2.2
Manitoba	1.1	1.4	2.5	1.5	2.8	2.1	2.3	2.5	2.2	3.0	-	2.1
Saskatchewan	0.9	1.8	2.2	2.6	1.7	3.5	1.8	2.0	2.0	-	-	-
Alberta	2.4	3.0	4.0	4.3	4.2	3.3	3.0	3.8	4.9	4.0	4.0	7.2
British Columbia	1.3	0.8	0.8	0.7	0.6	1.3	0.8	0.6	0.6	0.7	-	0.7
Multi-Province	3.0	1.7	2.8	1.8	3.4	-	-	-	1.8	-	-	1.8
Federal Jurisdiction	1.8	2.1	2.7	2.0	3.1	3.4	2.3	2.2	2.1	2.1	2.0	2.0
Public Sector	1.1	1.6	1.9	1.3	2.4	2.4	2.1	2.3	2.3	2.5	2.0	2.8
Private Sector	1.8	1.8	2.6	2.1	2.5	2.4	3.6	2.7	2.6	2.8	3.4	2.0
Consumer Price Index	1.6	0.9	1.7	0.8	1.6	2.2	2.4	2.7	2.5	3.0	2.1	2.4

*January to May data

Data for the current month are preliminary.

MOST RECENT SETTLEMENTS

Employer	Union	Number of employees	Settlement month
•STCUM (Montreal Transit)	CNTU	2,010	June 00
•Bombardier De Havilland	CAW	3,400	June 00
•Laurentian Bank	OPEIU	1,510	June 99
•Cabano.Kingsway Transport	Teamsters	900	May 00
•CAE Electronics	CEP	750	June 00
•Provincial Health Authorities of Alberta	various unions	7,060	June 00

CURRENT KEY NEGOTIATIONS

Employer	Union	Number of employees	Status*	Expiry month
Public Sector				
•Government of Canada	various unions	122,050	B/CO	Sept.97/Sept.00
•Canada Customs and Revenue Agency	PSAC and PIPS	38,640	B	(1st)
•Canadian Food Inspection Agency	PSAC & PIPS	4,330	B	Dec.99/Sep.00
•Cape Breton Development Corp.	Mineworkers (UMWA)	1,200	B	Dec. 98
•Government of Nova Scotia	CUPE	1,160	CO	Oct. 99
•Government of Nova Scotia	N.S. Govt. Empls. Union	5,700	B	Mar. 00
•Government of New Brunswick	Nurses Union	5,200	B	June 00
•Sydney Steel	Steelworkers	600	B	Oct. 99
•Government of Quebec	various unions	9,030	B	June 98/Dec.99
•City of Toronto	Firefighters	3,000	ARB	various
•Ontario Provincial Police	OPPA	4,840	B	Dec. 99
•Liquor Control Board of Ontario	Ont. Liquor Board Empls.	4,400	CO	Mar. 00
•Government of Manitoba	MGEU	13,520	TENT	Mar. 00
•Manitoba Hydro-Electric Board	IBEW	2,300	B	May 00
•Government of Saskatchewan	Sask. Teachers' Fed.	12,000	PCB	Dec. 99
•B.C. Ferry Corp.	B.C. Ferry & Marine Workers	4,360	PMB	Oct. 98
Private Sector				
•Air Canada	Pilots	2,100	MED	Apr. 00
•Purolator Courier	Teamsters	8,000	B	Dec. 99
•United Parcel Service	Teamsters	2,800	CO	Feb. 00
•Loblaws Supermarkets	UFCW	9,400	CO	June 00
•Falconbridge	CAW	1,430	N	July 00
•Lakehead Terminal Elevators Assn.	Steelworkers	700	CO	Jan. 00
•Greater Vancouver Hotel Empls' Assn.	Hotel & Restaurant Empls.	2,060	WS	Feb. 00
•Forest Industrial Relations (B.C.)	Ind. Wood & Allied Workers	22,500	TENT	June 00

Status* :

ARB	arbitration	MED	mediation	PMB	post-mediation bargaining
B	bargaining	M/WS	mediation after work stoppage	TENT	tentative agreement
B/WS	bargaining after work stoppage	PAB	post-arbitration bargaining	WS	work stoppage
CO	conciliation	PCB	post-conciliation bargaining		

UPCOMING KEY NEGOTIATIONS

Employer	Union	Number of employees	Expiry month
•Government of N.W.T.	PSAC	4,000	Mar. 00
•Pipe Line Contractors' Association	various unions	5,100	Apr. 00
•NAV CANADA	IBEW	950	Aug. 00
•Entourage Technology Solutions	CEP	1,400	Aug. 00
•Motor Coach Industries (Man.)	Machinists	1,620	Aug. 00
•Council of Marine Carriers (2 agts.)	Merchant Service Guild & Longshoremen	1,150	Aug. 00

EXPLANATORY NOTES

Sources: The information on collective bargaining and wage settlements in this bulletin is produced by the Workplace Information Directorate. Data for the Consumer Price Index are from Statistics Canada's The Consumer Price Index (Cat. 62-001), and for Average Weekly Earnings from *Employment, Earnings and Hours of Work (Cat. 72-002)*.

Coverage: The information on collective bargaining settlements and negotiations pertain to bargaining units involving 500 or more employees in all industries and jurisdictions across Canada. The Directorate monitors 1,220 such agreements for 2,636,000 employees. The employee coverage represents approximately 55 per cent of the unionized workforce and 20 per cent of non-agricultural paid employment.

Base rate adjustments: The "base rate" which is used in all calculations is the wage rate of the lowest paid classification containing a significant number of qualified workers in the bargaining unit. Wage adjustments are the average annual percentage adjustment in base rates over the term of the agreement in settlements negotiated during the period shown. The average is obtained by weighting individual settlements by the number of employees affected. The adjustments include estimated cost-of-living allowance (COLA) payments calculated at a projected 2.0 percent inflation rate.

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SETTLEMENTS BULLETIN

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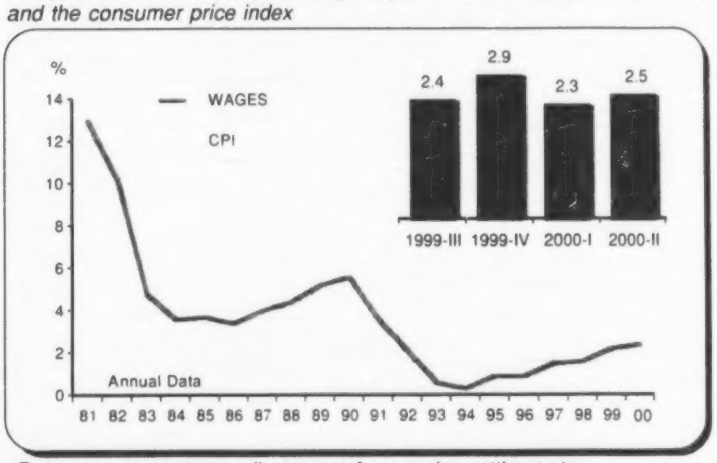

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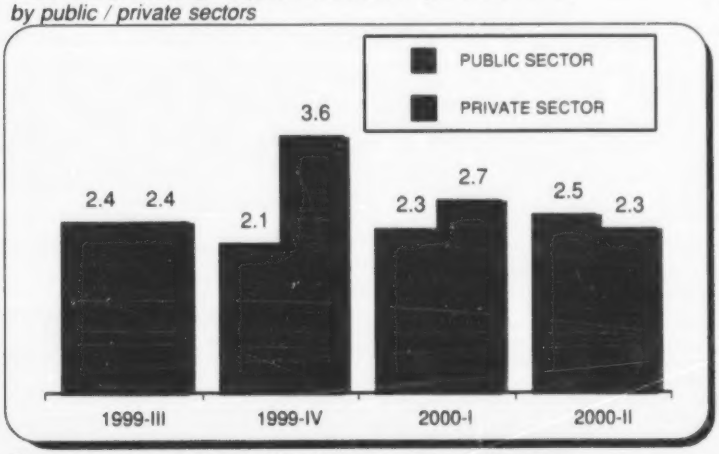

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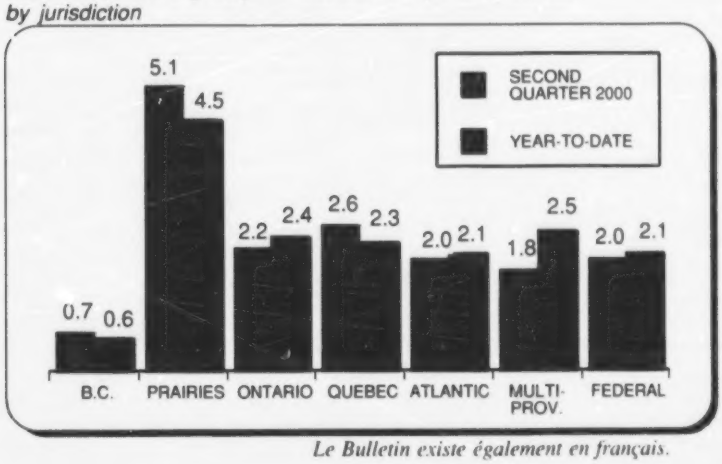


Le Bulletin existe également en français.

Wage Data for the Second Quarter 2000

Major collective bargaining settlements reached in the **second quarter of the year 2000** provided base-rate wage increases averaging **2.5 per cent** annually over the contract-term. The second-quarter 2000 results are based on a review of the 76 settlements reached in the period, with a coverage of 235,420 employees.

Quarterly average wage increases have remained in the 2.0 to 2.9 per cent range since the second quarter of 1999. The average rose to a recent high of 2.9 per cent in the fourth quarter of 1999 and decreased to 2.3 per cent in the first quarter of 2000.

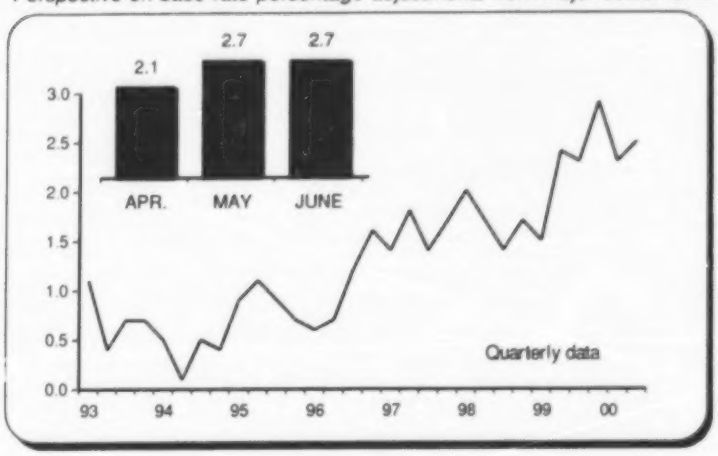
The second-quarter results were significantly influenced by several Federal public sector agreements providing 120,090 employees with increases averaging 2.0 per cent, and by 11 Alberta public-sector agreements covering 25,190 employees, with above-average wage gains of 5.8 per cent collectively.

When the parties to all the second-quarter 2000 major settlements previously negotiated (with contract durations averaging 29.4 months), the resulting wage adjustments averaged 2.2 per cent, compared to the 2.5 per cent in their current round of settlements.

Employee coverage in the public sector was much larger than in the private sector. **Public-sector** wage adjustments for 203,950 employees in 51 settlements averaged **2.5 per cent**. In the **private sector**, wage increases for 31,470 employees in 25 agreements averaged **2.3 per cent**. Wage increases in public-sector settlements were slightly higher than those in the private sector. However, by excluding agreements in Alberta (with larger increases), the remaining public sector settlements in all other jurisdictions averaged wage gains of only 2.0 per cent.

On a regional/jurisdictional basis, the largest concentration of employees was in the Federal jurisdiction (54% of total) with wage increases averaging 2.0 per cent. The largest average wage increase was in the Prairie provinces at 5.1 per cent (mostly due to settlements in Alberta at 5.8 per cent). In descending order of magnitude wage adjustments in the remaining jurisdictions were: Quebec at 2.6 per cent; Ontario at 2.2 per cent; Atlantic Canada at 2.0 per cent,a single multi-province agreement at 1.8 per cent and B.C. at 0.7 per cent.

Perspective on base rate percentage adjustments from major settlements



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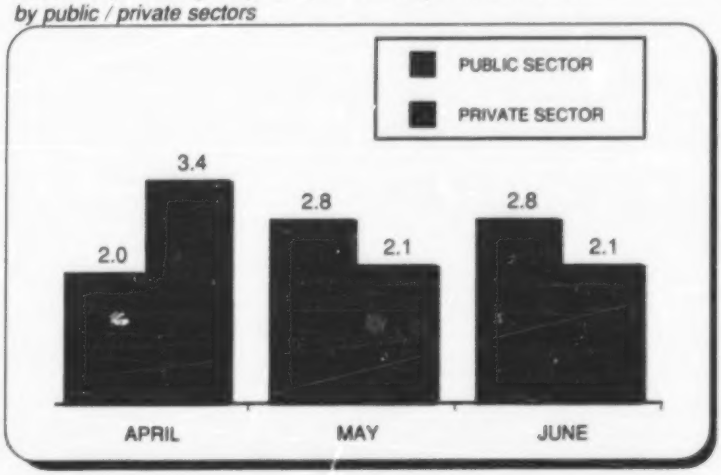
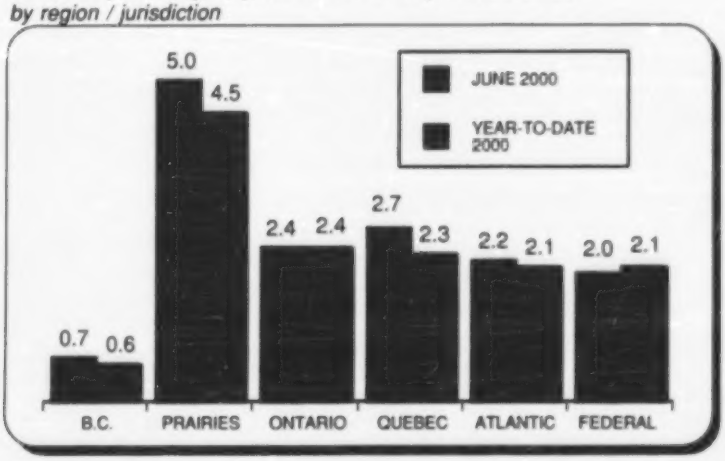


Base rate percentage adjustments from major settlements, by region / jurisdiction



June 2000

Base-rate wage increases from major collective bargaining settlements reached in **June 2000** averaged **2.7 per cent**, the same as the previous month's average,but up from the 2.1 per cent average for April 2000. So far in 2000, wage increases for the first six months have averaged 2.4 per cent.

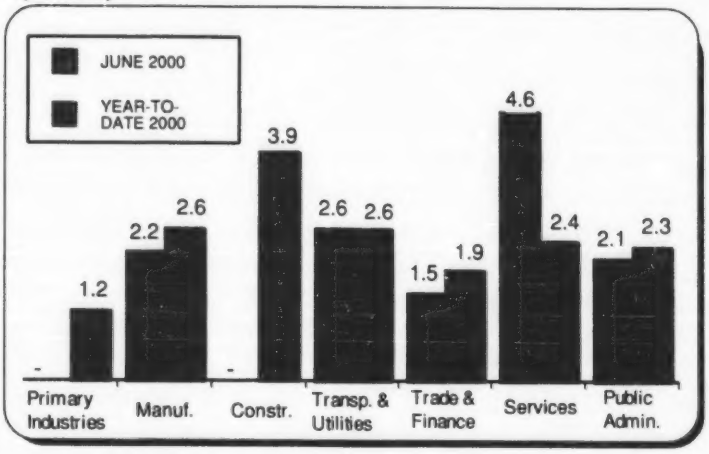
The June results are based on a review of 24 settlements covering 72,330 employees. When the parties to the June, 2000 settlements previously negotiated (with contract durations averaging 41.5 months), the resulting wage adjustments averaged 2.2 per cent, compared to the 2.7 per cent in their current round of settlements.

There were 10 **private-sector** settlements with a relatively low coverage of 12,960 employees; wage increases in these settlements averaged **2.1 per cent**, the same as the previous month's average but much lower than April's increase of 3.4 per cent. **Public-sector** wage increases averaged **2.8 per cent** in June 2000, the same as the previous month's average, but higher than April's figure of 2.0 per cent. There were 14 public-sector settlements reached in June, with a coverage of 59,370 employees (82.1% of all employees covered). The larger public-sector increase is due in part to a health-sector agreement in Alberta providing 6,410 para-medical employees with wage increases averaging 6.8 per cent. There was also an agreement with the Canada Customs and Revenue Agency providing 39,080 employees with wage gains averaging 2.1 per cent.

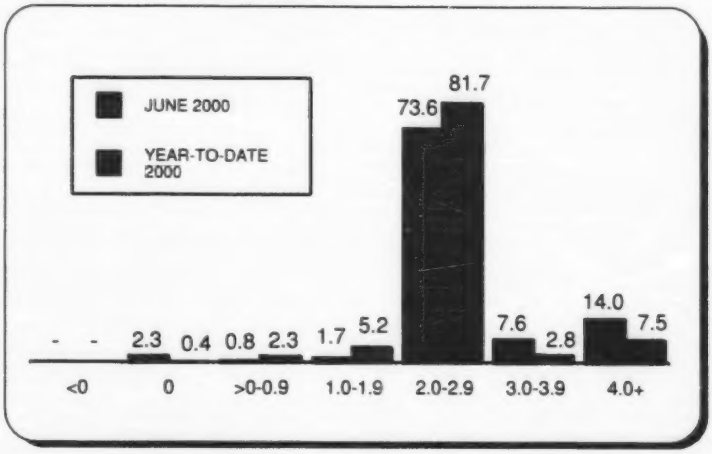
On a regional/jurisdictional basis, the majority of employees (59.2%) covered in June's settlements were in the Federal jurisdiction (5 agreements, 42,790 employees); wage increases here averaged 2.0 per cent. The largest increases were in Alberta at 5.0 per cent (7 agreements, 14,560 employees). The smallest increase was recorded in British Columbia within a single agreement providing 600 employeees with wage gains of 0.7 per cent (B.C. Institute of Technology). In Ontario, 7 agreements provided 10,510 employees with wage increases averaging 2.4 per cent, and in Quebec, 3 agreements provided 3,260 employees with wage gains of 2.7 per cent. In Prince Edward Island, a single public sector agreement provided 610 employees with wage increases averaging 2.2 per cent over three years.

On an industry basis, the largest proportion of employees was in **public administration**; this industry group contained only 3 agreements but it provided 42,410 employees (58.6% of total number of employees) with wage increases averaging **2.1 per cent**. Employee coverage originated largely from the Canada Customs and Revenue Agency. The largest increase was in the **services sector**; 11 agreements provided 15,950 employees with wage gains averaging **4.6 per cent.** In **manufacturing**, 6 agreements provided 7,310 employees with wage gains averaging **2.2 per cent**. In **transportation**, 2 agreements provided 2,770 employees with wage gains averaging **2.6 per cent**. The lowest average wage adjustments were in the **trade and finance sector** with 2 agreements providing 3,890 employees with wage adjustments averaging **1.5 per cent**. There were no major settlements in **primary industries** and **construction**.

Base rate percentage adjustments from major settlements, by industry



Percentage distribution of employees from major settlements, by size of base rate adjustments

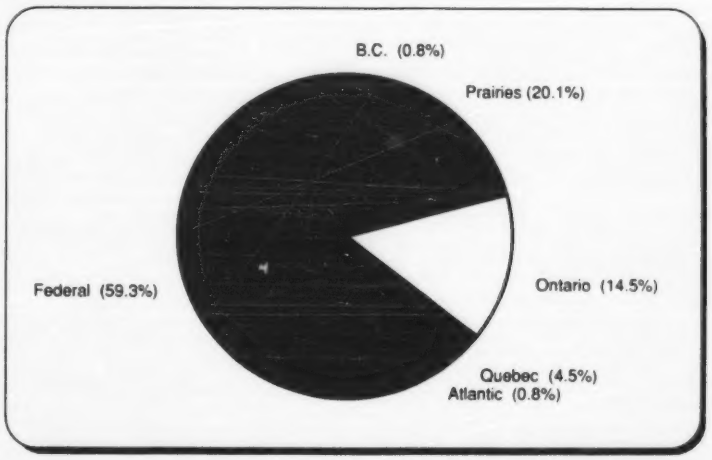


The majority of workers (73.6% of all employees) received wage increases in the 2.0 to 2.9 per cent range. Approximately 4.8% of employees received increases below the 2.0 per cent level and 21.6 per cent of employees received increases of 3.0 per cent or more. Wage increases in June settlements ranged from a wage freeze for 1,690 employees with the Laurentian Bank, to a high of 6.8 per cent for 6,410 employees with the Provincial Health Authorities of Alberta.

The distribution of settlements and employees by region/jurisdiction is shown in the table below and the accompanying chart.

	Agreements	Employees
Atlantic Provinces	1	610
Quebec	3	3,260
Ontario	7	10,510
Prairie Provinces	7	14,560
B.C.	1	600
Federal	5	42,790

Percentage distribution of employees in major settlements, by region/jurisdiction



MAJOR SETTLEMENTS REACHED IN JUNE

Industry and Employer	No. of empls.	Average annual percentage adj.	First year adjustment	Duration (months)	Expiry date dd/mm/yy
Manufacturing (6 agreements)	**7,310**	**2.2**	**2.3**	**36**	
Bombardier de Havilland Inc., office and clerical employees, Downsview, Ont.	600	2.1*	2.1	36	22/06/03
Bombardier de Havilland Inc., production, Downsview, Ont.	3,960	2.1*	2.1	36	22/06/03
CAE Electronics Ltd., plant and maintenance employees, St-Laurent, Que.	750	2.9	3.0	36	19/06/03
Camoplast Inc. - Division Roski, production, Roxton Falls, Que.	500	2.2	2.3	36	02/03/03
John Deere Welland Works (of John Deere Limited), plant and maintenance employees, Ont.	630	1.7*	3.2	36	30/09/04
SCI Brockville Corp., plant and maintenance employees, Brockville, Ont.	870	2.0	2.0	36	11/05/03
Transportation, Communication and Other Utilities (2 agreements)	**2,770**	**2.6**	**2.0**	**45.9**	
Maritime Employers Association, longshoremen, Montréal, Que.	760	2.4	2.0	72	31/12/03
Montreal Urban Community Transit Commission, mechanics, Montréal, Que.	2,010	2.7	2.0	36	09/01/03
Trade-Finance (2 agreements)	**3,890**	**1.5**	**1.1**	**35**	
Great Atlantic & Pacific Company of Canada, Limited (Food Basics), retail empls., Ont.	2,200	2.7	1.9	48	31/01/04
Laurentian Bank of Canada and Laurentian Trust of Canada, administrative employees, Que. & Ont..	1,690	0.0	0.0	18	30/06/01
Community, Business & Personal Services (11 agreements)	**15,950**	**4.6**	**4.7**	**28.3**	
Atomic Energy of Canada Limited, engineers, Mississauga, Ont.	630	3.3	3.0	36	31/12/02
B.C. Institute of Technology, instructors/tutors/lecturers, Burnaby, B.C.	600	0.7	0.0	36	30/06/01
Board of Trustees of the Calgary Board of Education, building maintenance empls., Alta.	620	1.9	2.5	56	31/08/03
Capital Health Authority, non-medical employees, Edmonton, Alta.	1,940	4.0	4.0	24	31/03/02
Chinook's Edge School Division No. 73, elementary and secondary teachers, Alta.	620	3.8	3.8	12	31/08/01
Government of Prince Edward Island, office, clerical, bus drivers and bldg. maint. employees, province-wide, P.E.I.	610	2.2	2.0	36	30/06/02
Pinkerton's of Canada Limited, security guards, province-wide, Ont.	1,000	3.6	4.3	35	31/05/03
Provincial Health Authorities of Alberta, para-medical professional employees, Alta.	6,410	6.8	7.1	24	31/03/02
Red Deer Public School District No. 104, elementary and secondary teachers, Alta.	520	3.0	3.0	12	31/08/01
University of Alberta, professors, Edmonton, Alta.	1,750	4.0	4.0	24	30/06/02
University of Western Ontario, instructors/tutors/lecturers, London, Ont.	1,250	2.4	1.0	48	30/06/02
Public Administration (3 agreements)	**42,410**	**2.1**	**2.7**	**16.4**	
Canada Customs and Revenue Agency, administrative and support employees, Canada-wide	39,080	2.1	2.7	16	31/10/00
Canadian Food Inspection Agency, scientific and other professionals, Canada-wide	630	2.0	2.0	12	30/09/00
City of Calgary, inside employees, Calgary, Alta.	2,700	3.2	3.0	24	31/12/01
Agreements with COLA (3 agreements)	**5,190**	**2.1**	**2.2**	**36.0**	
Agreements without COLA (21 agreements)	**67,140**	**2.7**	**3.1**	**22.2**	
All agreements (24 agreements)	**72,330**	**2.7**	**3.0**	**23.2**	

** Agreements with cost-of-living allowances (COLA) calculated at a projected 2.0% inflation rate.*

WAGE ADJUSTMENTS FROM MAJOR SETTLEMENTS
(effective average annual percentage adjustments in base rates)

	1997	1998	1998	1999			2000		2000			Year to Date *
				2	3	4	1	2	Apr	May	June	
All Industries/Jurisdictions												
Average Annual Adjustments	1.5	1.7	2.2	2.4	2.4	2.9	2.3	2.5	2.1	2.7	2.7	2.4
Non-COLA	1.4	1.6	2.0	2.5	2.1	2.2	2.4	2.5	2.0	2.8	2.7	2.4
COLA	1.8	2.6	3.3	2.1	3.9	4.2	2.2	2.3	4.0	1.9	2.1	2.2
First Year Adjustment	1.1	1.4	1.9	2.1	1.9	2.9	1.9	2.5	2.0	2.6	3.0	2.1
Non-COLA	1.0	1.3	1.7	2.1	1.7	2.3	1.9	2.5	1.9	2.6	3.1	2.1
COLA	1.7	2.7	3.2	1.9	3.8	4.1	2.4	2.5	4.2	2.2	2.2	2.4
Industries												
Primary Industries	1.9	1.1	2.1	2.6	1.6	2.2	-	1.2	-	1.2	-	1.2
Manufacturing	2.3	1.4	3.3	2.3	3.3	4.3	2.4	2.8	3.4	3.1	2.2	2.6
Construction	1.6	2.4	2.0	5.3	1.4	-	3.9	-	-	-	-	3.9
Transp. & Communication	1.6	1.9	2.4	2.3	3.3	2.2	2.6	2.2	2.3	2.0	2.6	2.6
Trade-Finance	1.7	1.5	1.5	1.0	1.9	2.2	2.0	1.8	-	2.3	1.5	1.9
Services	1.0	1.4	1.8	2.2	2.5	2.3	2.2	3.7	2.0	3.6	4.6	2.4
Public Administration	1.3	1.8	2.2	3.1	2.2	2.2	2.5	2.1	2.0	2.2	2.1	2.3
Jurisdictions												
Newfoundland	1.7	1.3	1.6	1.6	2.2	-	2.4	2.3	2.3	-	-	2.4
Prince Edward Island	-	2.1	2.7	2.3	-	3.0	-	2.2	-	-	2.2	2.2
Nova Scotia	2.0	2.9	2.1	2.0	1.5	1.8	2.2	-	-	-	-	2.2
New Brunswick	0.7	1.5	2.4	1.6	3.6	-	1.5	1.7	-	1.7	-	1.6
Quebec	1.3	1.0	1.6	1.5	1.5	2.1	2.3	2.6	2.8	2.4	2.7	2.3
Ontario	1.1	1.6	2.1	1.6	3.1	3.6	2.5	2.2	2.1	2.2	2.4	2.4
Manitoba	1.1	1.4	2.5	2.8	2.1	2.3	2.5	2.2	-	2.2	-	2.3
Saskatchewan	0.9	1.8	2.2	1.7	3.5	1.8	2.0	-	-	-	-	2.0
Alberta	2.4	3.0	4.0	4.2	3.3	3.0	3.8	5.8	4.0	7.2	5.0	4.9
British Columbia	1.3	0.8	0.8	0.6	1.3	0.8	0.6	0.7	-	0.7	0.7	0.6
Multi-Province	2.8	1.5	2.2	3.4	-	-	2.6	1.8	-	1.8	-	2.5
Federal Jurisdiction	1.8	2.1	2.8	3.1	3.4	2.3	2.2	2.0	2.0	2.0	2.0	2.1
Public Sector	1.1	1.6	1.9	2.4	2.4	2.1	2.3	2.5	2.0	2.8	2.8	2.4
Private Sector	1.8	1.8	2.6	2.5	2.4	3.6	2.7	2.3	3.4	2.1	2.1	2.5
Consumer Price Index	1.6	0.9	1.7	1.6	2.2	2.4	2.7	2.4	2.1	2.4	2.9	2.5

*January to June data

Data for the current month are preliminary.

MOST RECENT SETTLEMENTS

Employer	Union	Number of employees	Settlement month
•United Parcel Service	Teamsters	2,800	Aug. 00
•Loblaws Supermarkets	UFCW	15,000	July 00
•Ontario Provincial Police	OPPA	4,840	July 00
•Government of Manitoba	MGEU	12,690	July 00
•Greater Vancouver Hotel Empls' Assn.	Hotel & Restaurant Empls.	2,200	July 00
•Forest Industrial Relations (B.C.)	Ind. Wood & Allied Workers	17,000	July 00

CURRENT KEY NEGOTIATIONS

Employer	Union	Number of employees	Status*	Expiry month
Public Sector				
•Government of Canada	various unions	127,090	B/CO/TENT	Sept.97/Sept.00
•Canada Customs and Revenue Agency	PSAC and PIPS	48,020	B	(1st) / Oct. 00
•Canadian Food Inspection Agency	PIPS & PSAC	4,330	B/CO	Dec.99/Sep.00
•Cape Breton Development Corp.	Mineworkers (UMWA)	1,200	B	Dec. 98
•Government of Nova Scotia	CUPE	1,160	CO	Oct. 99
•Government of Nova Scotia	N.S. Govt. Empls. Union	5,700	B	Mar. 00
•Government of New Brunswick	Nurses Union	5,200	CO	June 00
•Sydney Steel	Steelworkers	600	B	Oct. 99
•Government of Quebec	various unions	9,030	B	June 98/Dec.99
•City of Toronto	Firefighters	3,000	ARB	various
•Liquor Control Board of Ontario	Ont. Liquor Board Empls.	4,400	TENT	Mar. 00
•Manitoba Hydro-Electric Board	IBEW	2,300	TENT	May 00
•Government of Saskatchewan	Sask. Teachers' Fed.	12,000	PCB	Dec. 99
•B.C. Ferry Corp.	B.C. Ferry & Marine Workers	4,360	TENT	Oct. 98
Private Sector				
•Air Canada	Pilots	2,100	MED	Apr. 00
•Purolator Courier	Teamsters	8,000	B	Dec. 99
•Falconbridge	CAW	1,430	WS	July 00
•Lakehead Terminal Elevators Assn.	Steelworkers	700	CO	Jan. 00
•Pipe Line Contractors' Association	various unions	5,100	B	Apr. 00

Status* :

ARB	arbitration	MED	mediation	PMB	post-mediation bargaining
B	bargaining	M/WS	mediation after work stoppage	TENT	tentative agreement
B/WS	bargaining after work stoppage	PAB	post-arbitration bargaining	WS	work stoppage
CO	conciliation	PCB	post-conciliation bargaining		

UPCOMING KEY NEGOTIATIONS

Employer	Union	Number of employees	Expiry month
•Government of N.W.T.	PSAC	4,000	Mar. 00
•NAV CANADA	IBEW	950	Aug. 00
•Entourage Technology Solutions	CEP	1,400	Aug. 00
•Motor Coach Industries (Man.)	Machinists	1,620	Aug. 00
•Council of Marine Carriers (2 agts.)	Merchant Service Guild & Longshoremen	1,150	Aug. 00

EXPLANATORY NOTES

Sources: The information on collective bargaining and wage settlements in this bulletin is produced by the Workplace Information Directorate. Data for the Consumer Price Index are from Statistics Canada's The Consumer Price Index (Cat. 62-001), and for Average Weekly Earnings from *Employment, Earnings and Hours of Work (Cat. 72-002)*.

Coverage: The information on collective bargaining settlements and negotiations pertain to bargaining units involving 500 or more employees in all industries and jurisdictions across Canada. The Directorate monitors 1,220 such agreements for 2,636,000 employees. The employee coverage represents approximately 55 per cent of the unionized workforce and 20 per cent of non-agricultural paid employment.

Base rate adjustments: The "base rate" which is used in all calculations is the wage rate of the lowest paid classification containing a significant number of qualified workers in the bargaining unit. Wage adjustments are the average annual percentage adjustment in base rates over the term of the agreement in settlements negotiated during the period shown. The average is obtained by weighting individual settlements by the number of employees affected. The adjustments include estimated cost-of-living allowance (COLA) payments calculated at a projected 2.0 percent inflation rate.

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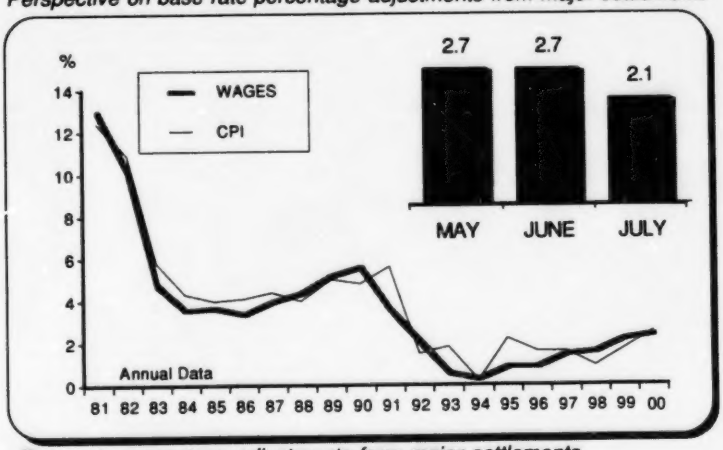
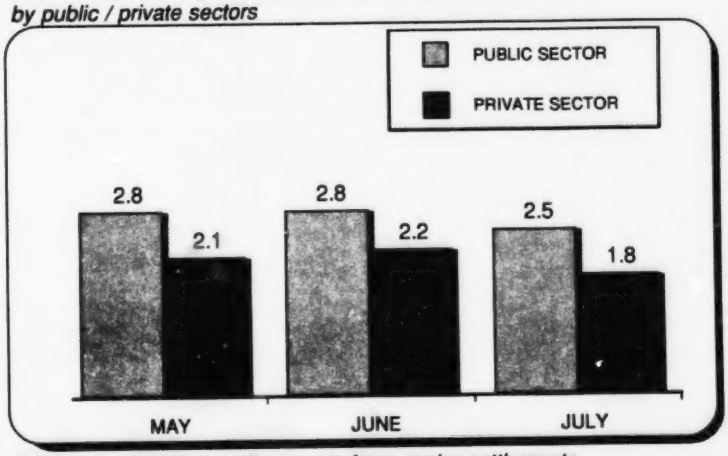
LEMENTS BULLETIN

September 2000
Volume 11, Issue 9

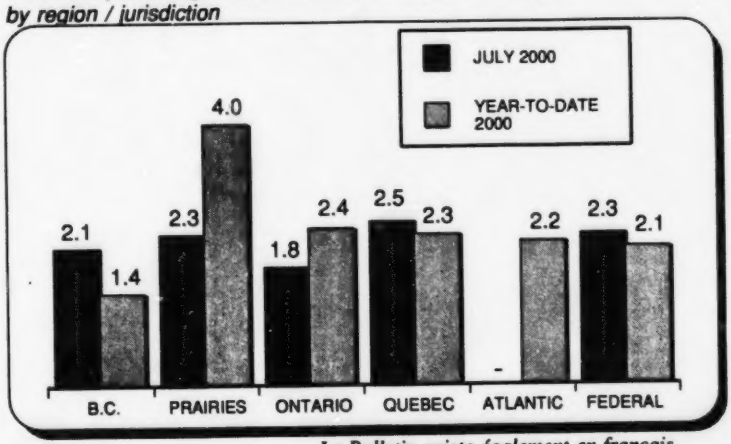
Perspective on base rate percentage adjustments from major settlements



Base rate percentage adjustments from major settlements, by public / private sectors



Base rate percentage adjustments from major settlements, by region / jurisdiction



Le Bulletin existe également en français.

Wage Data for July 2000

Major collective bargaining settlements reached in **July 2000** provided base-rate wage increases averaging **2.1 per cent** annually over the contract-term, down from the 2.7 per cent average for May and June, and down fractionally from the 2.2 per cent average for 1999 as a whole. Base-rate wage increases for settlements reached this year to date (January to July 2000 inclusively) averaged 2.4 per cent.

The July 2000 results are based on a review of 23 settlements reached in the period, with a coverage of 63,580 employees. These results were significantly influenced by two B.C. forestry settlements providing 17,000 logging and paper mill employees with wage increases averaging 2.0 per cent, 8 Government of Manitoba agreements providing 12,690 public employees with wage gains averaging 2.3 per cent and by a Loblaws Supermarkets settlement in Ontario providing 15,000 retail employees with wage increases averaging 1.3 per cent annually over 6 years.

When the parties to the July 2000 settlements previously negotiated (with contract durations averaging 38.3 months), the resulting wage adjustments averaged 1.4 per cent, compared to the 2.3 per cent in their current round of settlements and a current average contract duration of 45.4 months.

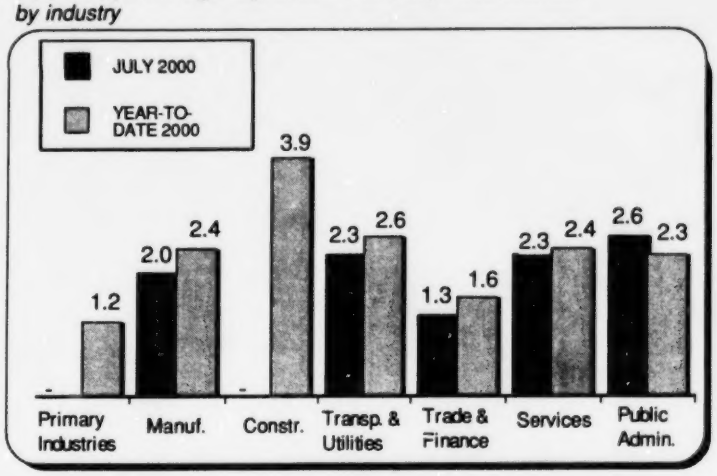
Public-sector wage adjustments for 21,840 employees in 13 settlements averaged **2.5 per cent**, down from 2.8 per cent in the previous month, but up from the average of 1.9 per cent for 1999. The Government of Ontario OPP settlement providing 4,840 police officers with wage increases averaging 3.3 per cent exerted some upward pressure on this sector's aggregate rate. In the **private sector**, wage increases for 41,740 employees in 10 agreements averaged **1.8 per cent**, down from 2.2 per cent in the previous month, and last year's average of 2.6 per cent. The relatively low rate of the Loblaws settlement was a major factor in this moderate increase recorded for July.

On a regional/jurisdictional basis, wage increases in descending order of magnitude were: Quebec at 2.5 per cent; the Federal jurisdiction and the Prairie provinces at 2.3 per cent; B.C. at 2.1 per cent and Ontario at 1.8 per cent. There were no settlements in the Atlantic provinces.

Canada

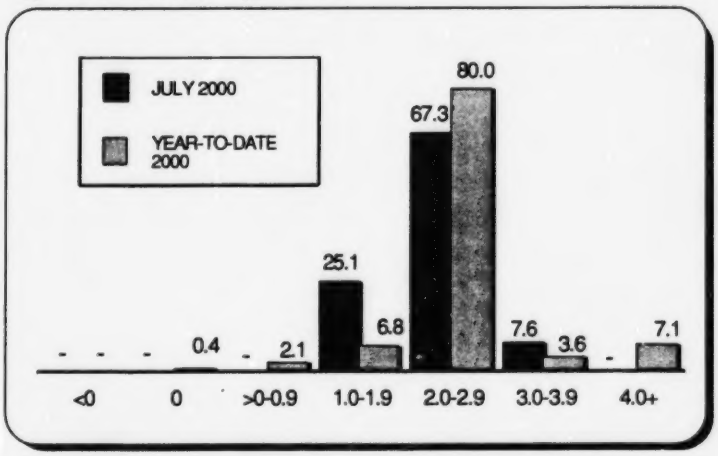
On an industry basis, the largest proportion of employees was in **manufacturing, public administration** and **trade**. In **manufacturing,** 3 agreements provided 17,790 employees with wage increases averaging **2.0 per cent**. The largest increase was in **public administration**; 8 agreements provided 16,620 employees with wage gains averaging **2.6 per cent. In trade**, a single agreement (Loblaws) provided 15,000 employees with the smallest industry-division wage gains at **1.3 per cent. In transportation, communication and other utilities,** 3 agreements provided 5,000 employees with an average annual increase of **2.3 per cent.** In the **services sector**, 8 agreements provided 9,170 employees with wage increases averaging **2.3 per cent.** There were no major settlements in **primary industries** and **construction.**

Base rate percentage adjustments from major settlements, by industry



The majority of workers (67.3% of all employees) received wage increases in the 2.0 to 2.9 per cent range; this trend has continued throughout the current year. Approximately 25.1% of employees received increases below the 2.0 per cent level and 7.6% of employees received increases of 3.3 per cent. Wage increases in July settlements ranged from a low of 1.3 per cent for 15,000 retail employees with Loblaws Supermarkets, to a high of 3.3 per cent for 4,840 police officers with the Ontario Provincial Police.

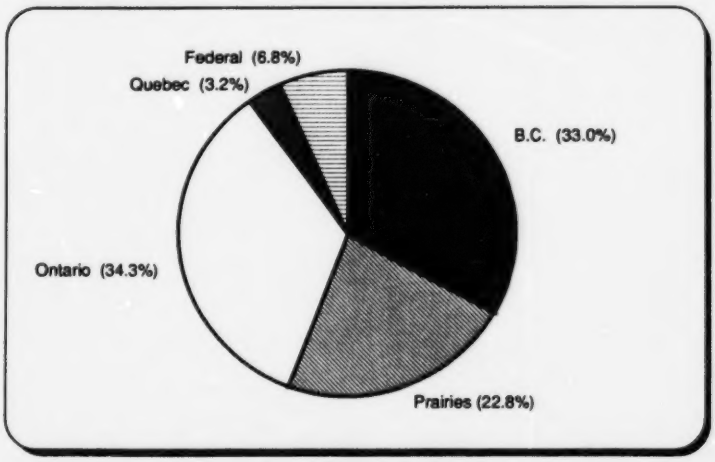
Percentage distribution of employees from major settlements, by size of base rate adjustments



The distribution of settlements and employees by region/jurisdiction is shown in the table below and the accompanying chart.

	Agreements	Employees
Quebec	2	2,050
Ontario	4	21,790
Prairie provinces	10	14,490
B.C.	5	20,950
Federal	2	4,300

Percentage distribution of employees in major settlements, by region/jurisdiction



MAJOR SETTLEMENTS REACHED IN JULY

Industry and Employer	No. of empls.	Average annual percentage adj.	First year adjustment	Duration (months)	Expiry date dd/mm/yy
Manufacturing (3 agreements)	**17,790**	**2.0**	**2.1**	**36.5**	
Aluminerie de Bécancour inc., plant and maintenance employees, Bécancour, Que.	790	2.9*	3.0	48.0	30/06/04
Forest Industrial Relations Limited, mill employees, Coast, B.C.	12,000	2.0	2.0	36.0	14/06/03
Interior Forest Labour Relations Association, mill employees, Southern Interior, B.C.	5,000	2.0	2.0	36.0	30/06/03
Transportation, Communication and Other Utilities (3 agreements)	**5,000**	**2.3**	**2.5**	**42.8**	
Canadian Airlines International Ltd., flight attendants, System-Wide	2,600	2.6	3.0	49.0	30/06/04
Union Gas Limited, service and maintenance employees, Southwestern, Ont.	700	2.4	2.0	36.0	31/12/02
Vidéotron ltée, administrative services employees, Montréal, Que.	1,700	2.0	2.0	36.0	31/12/01
Trade-Finance (1 agreement)	**15,000**	**1.3**	**2.6**	**72.0**	
Loblaws Supermarkets Limited, retail employees, province-wide, Ont.	15,000	1.3	2.6	72.0	01/07/06
Community, Business & Personal Services (8 agreements)	**9,170**	**2.3**	**2.4**	**37.3**	
Board of Trustees Edmonton School District No. 7, custodial, Edmonton, Alta.	600	2.5	2.5	24.0	31/08/02
Board of Trustees Edmonton School District No. 7, office and clerical employees, Edmonton, Alta.	1,200	2.5	2.5	24.0	31/08/02
Cara Operations Ltd., hotel or restaurant employees, Vancouver Int'l. Airport, B.C.	800	2.6	6.1	52.0	31/07/04
Comité patronal de négociation secteur santé et services sociaux, health service-non-professionals, province-wide, Que.	1,260	2.3	1.5	48.0	30/06/02
Government of Manitoba, health and social care professionals, province-wide, Man.	910	2.3	2.3	36.0	21/03/03
Greater Vancouver Hotel Employer's Association, service and maintenance employees, Vancouver, B.C.	2,200	2.4	2.0	40.0	30/06/03
White Spot Limited, hotel or restaurant employees, Vancouver, B.C.	950	1.7	1.5	48.0	15/01/04
York University, office and clerical employees, Toronto, Ont.	1,250	2.0	2.0	24.0	31/07/02
Public Administration (8 agreements)	**16,620**	**2.6**	**2.9**	**36.0**	
Government of Manitoba (Corrections), correctional officers, province-wide, Man.	920	2.3	2.3	36.0	21/03/03
Government of Manitoba (Physical Sciences), scientific and other professionals, province-wide, Man.	1,370	2.3	2.3	36.0	21/03/03

continued on next page

** Agreements with cost-of-living allowances (COLA) calculated at a projected 2.0% inflation rate.*

MAJOR SETTLEMENTS REACHED IN JULY

Industry and Employer	No. of empls.	Average annual percentage adj.	First year adjustment	Duration (months)	Expiry date dd/mm/yy
Government of Manitoba, administrative services employees, province-wide, Man.	1,320	2.3	2.3	36.0	21/03/03
Government of Manitoba, general tradesmen (non-construction), province-wide, Man.	2,570	2.3	2.3	36.0	21/03/03
Government of Manitoba, office and clerical employees, province-wide, Man.	2,890	2.3	2.3	36.0	21/03/03
Government of Manitoba, scientific and other professionals, province-wide, Man.	1,120	2.3	2.3	36.0	21/03/03
Government of Manitoba, social science employees, province-wide, Man.	1,590	2.3	2.3	36.0	21/03/03
Government of Ontario, police officers, province-wide, Ont.	4,840	3.3	4.2	36.0	31/12/02
Agreements with COLA (1 agreement)	**790**	**2.9**	**3.0**	**48.0**	
Agreements without COLA (22 agreements)	**62,790**	**2.1**	**2.5**	**45.3**	
All agreements (23 agreements)	**63,580**	**2.1**	**2.5**	**45.4**	

** Agreements with cost-of-living allowances (COLA) calculated at a projected 2.0% inflation rate.*

WAGE ADJUSTMENTS FROM MAJOR SETTLEMENTS
(effective average annual percentage adjustments in base rates)

	1997	1998	1999	1999			2000		Year to	2000		
				2	3	4	1	2	Date*	May	June	July
All Industries/Jurisdictions												
Average Annual Adjustment	1.5	1.7	2.2	2.4	2.3	2.9	2.3	2.5	2.2	2.7	2.7	2.1
Non-COLA	1.4	1.6	2.0	2.5	2.1	2.2	2.4	2.5	2.0	2.8	2.7	2.1
COLA	1.8	2.6	3.3	2.1	4.0	4.2	2.2	2.4	3.2	2.0	2.4	2.9
First Year Increase	1.1	1.4	1.9	2.1	1.9	2.8	1.9	2.6	1.8	2.6	3.1	2.5
Non-COLA	1.0	1.3	1.7	2.1	1.6	2.1	1.9	2.6	1.7	2.7	3.1	2.5
COLA	1.7	2.5	3.2	1.8	3.9	4.1	2.5	2.7	2.8	2.3	2.4	3.0
Industries												
Primary Industries	1.9	1.1	2.1	2.6	1.6	2.3	-	1.2	2.1	1.2	-	-
Manufacturing	2.3	1.4	3.3	2.3	3.4	4.3	2.5	2.9	3.2	3.1	2.4	2.0
Construction	1.6	2.4	2.0	5.3	1.4	-	3.9	-	2.0	-	-	-
Transp. & Communication	1.6	1.9	2.4	2.3	3.3	2.2	2.6	2.3	2.4	2.2	2.6	2.3
Trade-Finance	1.7	1.5	1.5	1.0	1.9	2.2	2.0	1.8	1.3	2.3	1.5	1.3
Services	1.0	1.4	1.8	2.2	2.4	2.4	2.2	3.7	1.8	3.7	4.5	2.3
Public Administration	1.3	1.8	2.2	3.1	2.2	2.2	2.5	2.1	2.2	2.2	2.1	2.6
Jurisdictions												
Newfoundland	1.7	1.3	1.6	1.6	2.2	-	2.4	2.3	1.6	-	-	-
Prince Edward Island	-	2.1	2.7	2.3	-	3.0	-	2.4	2.7	-	2.4	-
Nova Scotia	2.0	2.9	2.1	2.0	1.5	1.8	2.2	-	2.1	-	-	-
New Brunswick	0.7	1.5	2.4	1.6	3.6	-	1.5	2.5	2.4	2.5	-	-
Quebec	1.3	1.0	1.6	1.5	1.5	2.1	2.3	2.7	1.6	2.4	2.7	2.5
Ontario	1.1	1.6	2.1	1.6	3.2	3.7	2.5	2.3	2.0	2.2	2.5	1.8
Manitoba	1.1	1.4	2.5	2.8	2.1	2.3	2.5	2.2	2.5	2.2	-	2.3
Saskatchewan	0.9	1.8	2.1	1.7	3.1	1.8	2.0	-	2.2	-	-	-
Alberta	2.4	3.0	4.0	4.2	3.3	3.0	3.8	5.9	4.0	7.2	5.0	2.5
British Columbia	1.3	0.8	0.8	0.6	1.3	0.8	0.6	0.7	0.8	0.7	0.7	2.1
Multi-Province	2.8	1.5	2.2	3.4	-	-	2.6	1.8	2.8	1.8	-	-
Federal Jurisdiction	1.8	2.1	2.8	3.1	3.4	2.3	2.2	2.0	2.8	2.0	2.0	2.3
Public Sector	1.1	1.6	1.9	2.4	2.3	2.1	2.3	2.5	1.9	2.8	2.8	2.5
Private Sector	1.8	1.8	2.6	2.4	2.4	3.6	2.8	2.3	2.6	2.1	2.2	1.8
Consumer Price Index	1.6	0.9	1.7	1.6	2.2	2.4	2.7	2.4	2.6	2.4	2.9	3.0

*January to July data

Data for the current month are preliminary.

MOST RECENT SETTLEMENTS

Employer	Union	Number of employees	Settlement month
•Government of Canada	Foreign Service Officers	1,050	Aug. 00
•Liquor Control Board of Ontario	Ont. Liquor Board Empls.	4,400	Aug. 00
•Pipe Line Contractors' Association	various unions	5,100	July 00

CURRENT KEY NEGOTIATIONS

Employer	Union	Number of employees	Status*	Expiry month
Public Sector				
•Government of Canada	various unions	125,600	B/CO	Aug.99/Sept.00
•Canada Customs and Revenue Agency	PSAC and PIPS	48,020	B	(1st) / Oct. 00
•Canadian Food Inspection Agency	PIPS & PSAC	4,330	B/CO	Sep.00
•Cape Breton Development Corp.	Mineworkers (UMWA)	1,200	B	Dec. 98
•Government of Nova Scotia	CUPE	1,160	CO	Oct. 99
•Government of Nova Scotia	N.S. Govt. Empls. Union	5,700	B	Mar. 00
•Government of New Brunswick	Nurses Union	5,200	CO	June 00
•Sydney Steel	Steelworkers	600	B	Oct. 99
•Government of Quebec	Quebec Provincial Police Association	4,700	TENT	June 98
•Montreal Urban Community	MUC Police Assn.	4,510	ARB	Dec. 98
•City of Toronto	Firefighters	3,000	ARB	various
•Manitoba Hydro-Electric Board	IBEW	2,300	CO	May 00
•Government of Saskatchewan	Sask. Teachers' Fed.	12,000	PCB	Dec. 99
•B.C. Ferry Corp.	B.C. Ferry & Marine Workers	4,360	TENT	Oct. 98
Private Sector				
•Air Canada	Pilots	2,100	TENT	Apr. 00
•CN Rail	Maintenance of way	4,000	TENT	Dec. 00
•Purolator Courier	Teamsters	8,000	MED	Dec. 99
•Falconbridge	CAW	1,430	WS	July 00
•Lakehead Terminal Elevators Assn.	Steelworkers	700	CO	Jan. 00
•Pipe Line Contractors' Association	various unions	4,300	B	Apr. 00
•NAV CANADA	IBEW	950	B	Aug. 00

Status* :

ARB	arbitration	MED	mediation	PMB	post-mediation bargaining
B	bargaining	M/WS	mediation after work stoppage	TENT	tentative agreement
B/WS	bargaining after work stoppage	PAB	post-arbitration bargaining	WS	work stoppage
CO	conciliation	PCB	post-conciliation bargaining		

UPCOMING KEY NEGOTIATIONS

Employer	Union	Number of employees	Expiry month
•Government of N.W.T.	PSAC	4,000	Mar. 00
•CN	various unions	33,740	Dec. 00
•CP	various unions	6,800	Dec. 00
•Entourage Technology Solutions	CEP	1,400	Aug. 00
•Motor Coach Industries (Man.)	Machinists	1,620	Aug. 00
•Council of Marine Carriers (2 agts.)	Merchant Service Guild & Longshoremen	1,150	Aug. 00

EXPLANATORY NOTES

Sources: The information on collective bargaining and wage settlements in this bulletin is produced by the Workplace Information Directorate. Data for the Consumer Price Index are from Statistics Canada's The Consumer Price Index (Cat. 62-001), and for Average Weekly Earnings from *Employment, Earnings and Hours of Work (Cat. 72-002)*.

Coverage: The information on collective bargaining settlements and negotiations pertain to bargaining units involving 500 or more employees in all industries and jurisdictions across Canada. The Directorate monitors 1,220 such agreements for 2,636,000 employees. The employee coverage represents approximately 55 per cent of the unionized workforce and 20 per cent of non-agricultural paid employment.

Base rate adjustments: The "base rate" which is used in all calculations is the wage rate of the lowest paid classification containing a significant number of qualified workers in the bargaining unit. Wage adjustments are the average annual percentage adjustment in base rates over the term of the agreement in settlements negotiated during the period shown. The average is obtained by weighting individual settlements by the number of employees affected. The adjustments include estimated cost-of-living allowance (COLA) payments calculated at a projected 2.0 percent inflation rate.

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...ENTS BULLETIN

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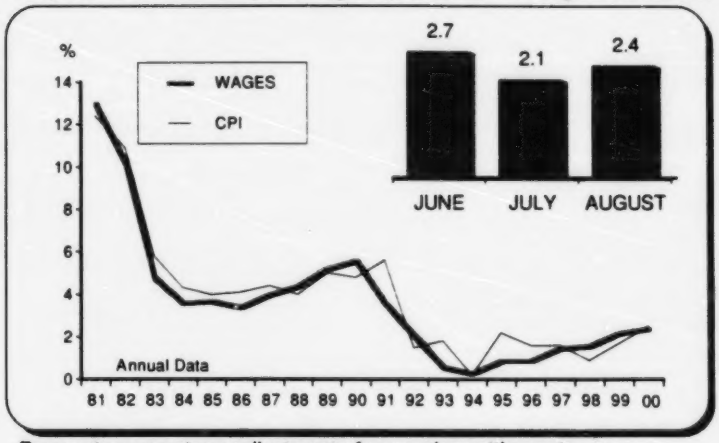
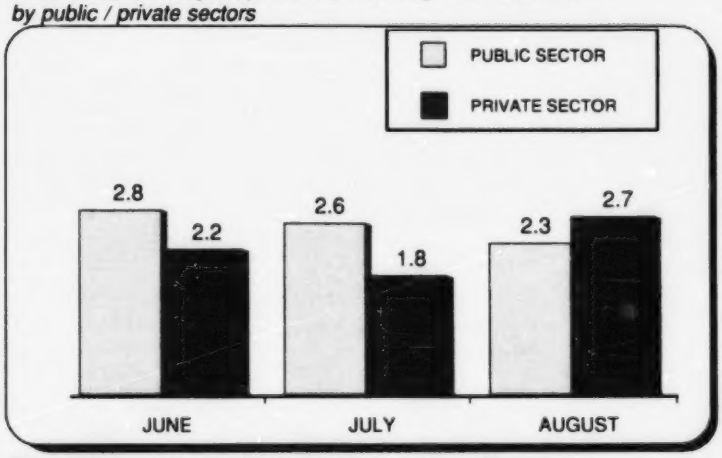
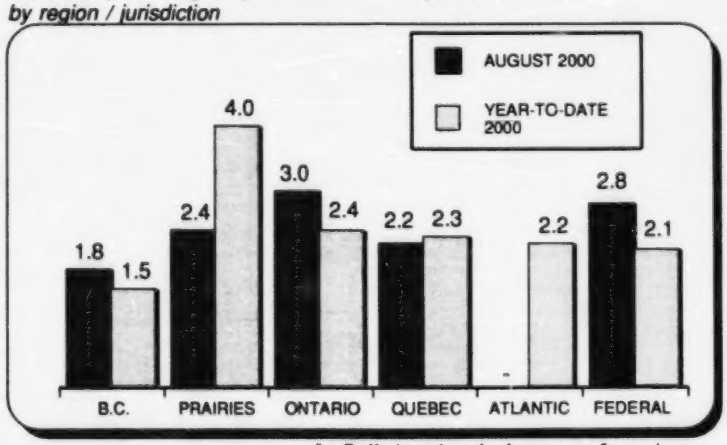
Perspective on base rate percentage adjustments from major settlements



Base rate percentage adjustments from major settlements, by public / private sectors



Base rate percentage adjustments from major settlements, by region / jurisdiction



Le Bulletin existe également en français.

Wage Data for August 2000

Major collective bargaining settlements reached in **August 2000** provided base-rate wage increases averaging **2.4 per cent** annually over the contract-term. This was up from the 2.1 per cent average for July, and the 2.2 per cent average for 1999 as a whole. Base-rate wage increases for settlements reached this year to date (January to August 2000 inclusively) also averaged 2.4 per cent.

The August 2000 results are based on a review of only 11 settlements reached in the period, with a coverage of 20,720 employees. Last year, the monthly coverage on average was approximately 68,300 employees in 31 agreements.

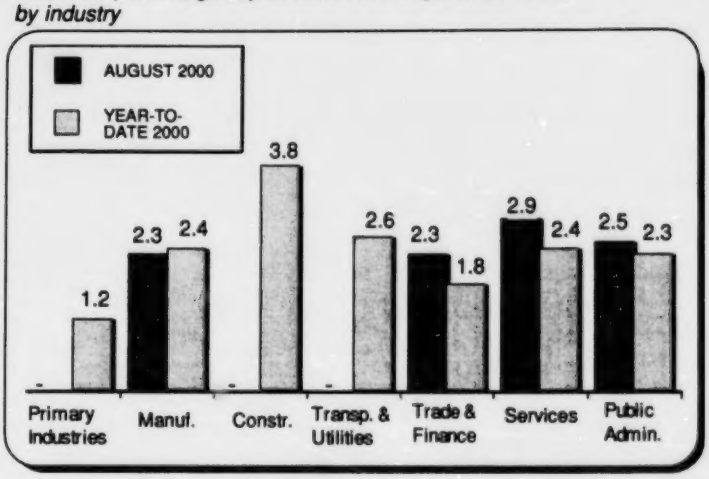
When the parties to the August 2000 settlements previously negotiated (with contract durations averaging 32 months), the resulting wage adjustments averaged 1.5 per cent, compared to the 2.4 per cent in their current round of settlements and a current average contract duration of 39 months.

Public-sector wage adjustments for 13,240 employees in 6 settlements averaged **2.3 per cent**, down from 2.6 per cent in the previous month, but up from the average of 1.9 per cent for 1999. In the **private sector**, wage increases for only 7,480 employees in 5 agreements averaged **2.7 per cent**, up from 1.8 per cent in the previous month, and last year's average of 2.6 per cent.

On a regional/jurisdictional basis, wage increases in descending order of magnitude were: Ontario at 3.0 per cent (4 agreements); the Federal jurisdiction at 2.8 per cent (2 agreements) ; the Prairie provinces at 2.4 per cent (1 agreement); Quebec at 2.2 per cent (1 agreement); B.C. at 1.8 per cent (3 agreements). There were no settlements in the Atlantic provinces.

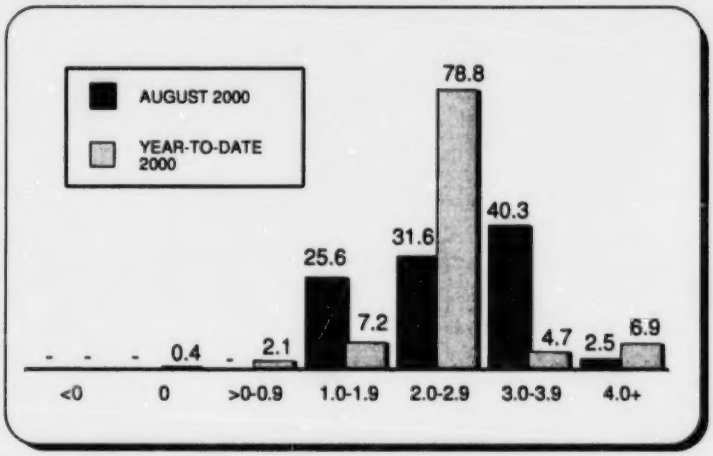
On an industry basis, the largest proportion of employees was in **trade and finance**, providing 10,220 employees (almost half of all employees) with wage increases averaging **2.3 per cent**. The largest increase was in the **services sector**; 2 agreements provided 3,400 employees with wage gains averaging **2.9 per cent.** In **public administration,** 3 agreements provided 2,940 employees with an average annual increase of **2.5 per cent.** In **manufacturing,** 3 agreements provided 4,160 employees with wage increases averaging **2.3 per cent**. There were no major settlements in **primary industries, construction** and **transportation, communication and utilities.**

Base rate percentage adjustments from major settlements, by industry



While the majority of settlements (6 of 11 agreements) provided wage increases in the 2.0 to 2.9 per cent range, the largest concentration of employees (40.3% of all employees) received wage increases in the 3.0 to 3.9 per cent range. Approximately 57.2% of employees received increases below the 3.0 per cent level (25.6% of employees at 1.0-1.9% and 31.6% at 2.0-2.9%) and only 2.5% of employees in a single agreement received an increase of 4.0 per cent. Wage increases in August settlements ranged from a low of 1.5 per cent for 5,300 office employees with the Insurance Corporation of B.C., to a high of 4.0 per cent for 520 warehouse employees with Zellers Inc.

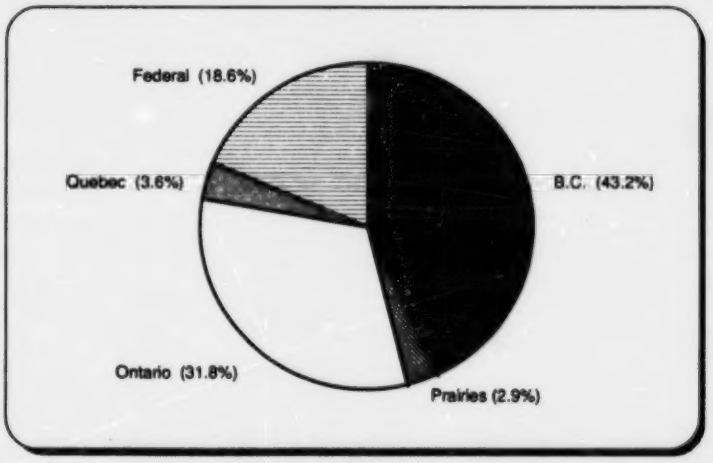
Percentage distribution of employees from major settlements, by size of base rate adjustments



The distribution of settlements and employees by region/jurisdiction is shown in the table below and the accompanying chart.

	Agreements	Employees
Quebec	1	740
Ontario	4	6,580
Prairie provinces	1	600
B.C.	3	8,950
Federal	2	3,850

Percentage distribution of employees in major settlements, by region/jurisdiction



MAJOR SETTLEMENTS REACHED IN AUGUST

Industry and Employer	No. of empls.	Average annual percentage adj.	First year adjustment	Duration (months)	Expiry date dd/mm/yy
Manufacturing (3 agreements)	**4,160**	**2.3**	**2.4**	**38.8**	
Conifer (Council on Northern Interior Forest Employment Relations), mill employees, Northern Interior, B.C.	2,500	2.0	2.0	36	30/06/03
Lake Erie Steel Co. Ltd. (Division of Stelco Inc.), production, Nanticoke, Ont.	980	2.5*	2.9	48	31/07/04
MTD Products Limited, production, Kitchener, Ont.	680	2.9	3.4	36	14/09/03
Trade-Finance (3 agreements)	**10,220**	**2.3**	**1.5**	**37.1**	
Insurance Corporation of British Columbia, service and maintenance employees, province-wide, B.C.	5,300	1.5	0.0	48	30/06/03
Liquor Control Board of Ontario, office and clerical employees, province-wide, Ont.	4,400	3.0	3.0	24	31/03/02
Zellers Inc., warehouse employees, Toronto, Ont.	520	4.0	4.5	36	31/05/03
Community, Business & Personal Services (2 agreements)	**3,400**	**2.9**	**2.7**	**52.1**	
Regional Health Authorities of Manitoba, health and social care professionals, province-wide, Man.	600	2.4	3.0	48	31/03/03
United Parcel Service Canada Ltd., truck drivers, Canada-Wide	2,800	3.0*	2.7	53	31/07/04
Public Administration (3 agreements)	**2,940**	**2.5**	**2.4**	**31.7**	
City of Quebec, office and clerical employees, Québec, Que.	740	2.2	2.0	36	31/12/02
Government of Canada, foreign service officers, Canada and abroad	1,050	2.3	2.0	24	30/06/01
Vancouver Police Board, police officers, Vancouver, B.C.	1,150	3.0	3.0	36	31/12/02
Agreements with COLA (2 agreements)	**3,780**	**2.9**	**2.7**	**51.7**	
Agreements without COLA (9 agreements)	**16,940**	**2.3**	**1.9**	**36.3**	
All agreements (11 agreements)	**20,720**	**2.4**	**2.0**	**39.1**	

** Agreements with cost-of-living allowances (COLA) calculated at a projected 2.0% inflation rate.*

WAGE ADJUSTMENTS FROM MAJOR SETTLEMENTS
(effective average annual percentage adjustments in base rates)

	1997	1998	1999	1999			2000		Year to Date *	2000		
				2	3	4	1	2		Jun	Jul	Aug
All Industries/Jurisdictions												
Average Annual Adjustment	1.5	1.7	2.2	2.4	2.3	2.9	2.4	2.5	2.4	2.7	2.1	2.4
Non-COLA	1.4	1.6	2.0	2.5	2.1	2.2	2.4	2.5	2.4	2.7	2.1	2.3
COLA	1.8	2.6	3.3	2.1	4.0	4.2	2.2	2.4	2.3	2.4	2.4	2.9
First Year Increase	1.1	1.4	1.9	2.1	1.9	2.8	2.0	2.6	2.2	3.1	2.5	2.0
Non-COLA	1.0	1.4	1.7	2.1	1.6	2.1	1.9	2.6	2.1	3.1	2.5	1.9
COLA	1.7	2.5	3.2	1.8	3.9	4.1	2.5	2.7	2.5	2.4	2.3	2.7
Industries												
Primary Industries	1.9	1.1	2.1	2.6	1.6	2.3	-	1.2	1.2	-	-	-
Manufacturing	2.3	1.4	3.3	2.3	3.4	4.3	2.5	2.9	2.4	2.4	2.0	2.3
Construction	1.6	2.4	2.0	5.3	1.4	-	3.9	-	3.8	-	2.7	-
Transp. & Communication	1.6	1.9	2.4	2.3	3.3	2.2	2.6	2.3	2.6	2.6	2.4	-
Trade-Finance	1.7	1.5	1.5	1.0	1.9	2.2	2.0	1.8	1.8	1.5	1.3	2.3
Services	1.0	1.4	1.8	2.2	2.4	2.3	2.2	3.7	2.4	4.5	2.4	2.9
Public Administration	1.3	1.8	2.2	3.1	2.2	2.2	2.5	2.1	2.3	2.1	2.6	2.5
Jurisdictions												
Newfoundland	1.7	1.3	1.6	1.6	2.2	-	2.4	2.3	2.4	-	-	-
Prince Edward Island	-	2.1	2.7	2.3	-	3.0	-	2.4	2.4	2.4	-	-
Nova Scotia	2.0	2.9	2.1	2.0	1.5	1.8	2.2	-	2.2	-	-	-
New Brunswick	0.7	1.5	2.4	1.6	3.6	-	1.5	2.5	2.0	-	-	-
Quebec	1.3	1.0	1.6	1.5	1.5	2.1	2.3	2.7	2.3	2.7	2.5	2.2
Ontario	1.1	1.6	2.1	1.6	3.1	3.6	2.5	2.3	2.4	2.5	1.8	3.0
Manitoba	1.1	1.4	2.5	2.8	2.1	2.3	2.5	2.2	2.4	-	2.4	2.4
Saskatchewan	0.9	1.8	2.1	1.7	3.1	1.8	2.0	-	2.0	-	-	-
Alberta	2.4	3.0	4.0	4.2	3.3	3.0	3.8	5.9	4.8	-	-	-
British Columbia	1.3	0.8	0.8	0.6	1.3	0.8	0.6	0.7	1.5	0.7	2.1	1.8
Multi-Province	2.8	1.5	2.2	3.4	-	-	2.6	1.8	2.5	-	2.7	-
Federal Jurisdiction	1.8	2.1	2.8	3.1	3.4	2.3	2.2	2.0	2.1	2.0	2.4	2.8
Public Sector	1.1	1.6	1.9	2.4	2.3	2.1	2.3	2.5	2.4	2.8	2.6	2.3
Private Sector	1.8	1.8	2.6	2.4	2.4	3.6	2.8	2.3	2.3	2.2	1.8	2.7
Consumer Price Index	1.6	0.9	1.7	1.6	2.2	2.4	2.7	2.4	2.6	2.9	3.0	2.5

*January to August data

Data for the current month are preliminary.

*Erratum: the year-to-date data in the previous issue of the Bulletin (January to July data in the September issue) were mistakenly not for that specified time period. All the data in the other columns were correct.

MOST RECENT SETTLEMENTS

Employer	Union	Number of employees	Settlement month
•Government of Canada	IBEW	1,190	sept. 00
•Air Canada	pilots	2,120	oct. 00
•Purolator Courier	Teamsters	8,000	sept. 00
•Lakehead Terminal Elevators Assn.	Steelworkers	300	sept. 00
•Government of Saskatchewan	Teachers	12,150	oct. 00
•B.C. Ferry Corp.	B.C. Ferry & Marine Workers	4,400	sept. 00

CURRENT KEY NEGOTIATIONS

Employer	Union	Number of employees	Status*	Expiry month
Public Sector				
•Government of Canada	various unions	124,410	B/CO	Nov.99/Sept.00
•Canada Customs and Revenue Agency	PSAC and PIPS	48,020	B	(1st) / Oct. 00
•Canadian Food Inspection Agency	PIPS & PSAC	4,330	B/CO	Sep.00
•Cape Breton Development Corp.	Mineworkers (UMWA)	1,200	B	Dec. 98
•Government of Nova Scotia	CUPE	1,160	CO	Oct. 99
•Government of Nova Scotia	N.S. Govt. Empls. Union	5,700	B	Mar. 00
•Government of New Brunswick	Nurses Union	5,200	TENT	June 00
•Sydney Steel	Steelworkers	600	B	Oct. 99
•Government of Quebec	Quebec Provincial Police Association	4,700	TENT	June 98
•Montreal Urban Community	MUC Police Assn.	4,510	ARB	Dec. 98
•City of Toronto	Firefighters	3,000	ARB	various
•Manitoba Hydro-Electric Board	IBEW	2,300	TENT	May 00
•Government of N.W.T.	PSAC	4,000	B	Mar. 00
Private Sector				
•CN Rail	various unions	14,500	TENT/B	Dec. 00
•CP Rail	various unions	6,800	TENT	Dec. 00
•Falconbridge	CAW	1,430	WS	July 00
•Pipe Line Contractors' Association	various unions	4,300	B	Apr. 00
•NAV CANADA	IBEW	950	B	Aug. 00
•Entourage Technology Solutions	CEP	1,400	B	Aug. 00
•Motor Coach Industries (Man.)	Machinists	1,620	B	Aug. 00
•Council of Marine Carriers (2 agts.)	Merchant Service Guild & Longshoremen	1,150	B	Aug. 00

Status* :

ARB	arbitration	MED	mediation	PMB	post-mediation bargaining
B	bargaining	M/WS	mediation after work stoppage	TENT	tentative agreement
B/WS	bargaining after work stoppage	PAB	post-arbitration bargaining	WS	work stoppage
CO	conciliation	PCB	post-conciliation bargaining		

UPCOMING KEY NEGOTIATIONS

Employer	Union	Number of employees	Expiry month
•Alcan (Jonquiere & Shawinigan)	various unions	2,950	Dec. 00
•TELUS	IBEW	6,000	Dec. 00
•B.C. Tel	TWU	10,300	Dec. 00
•VIA	various unions	2,530	Dec. 00

EXPLANATORY NOTES

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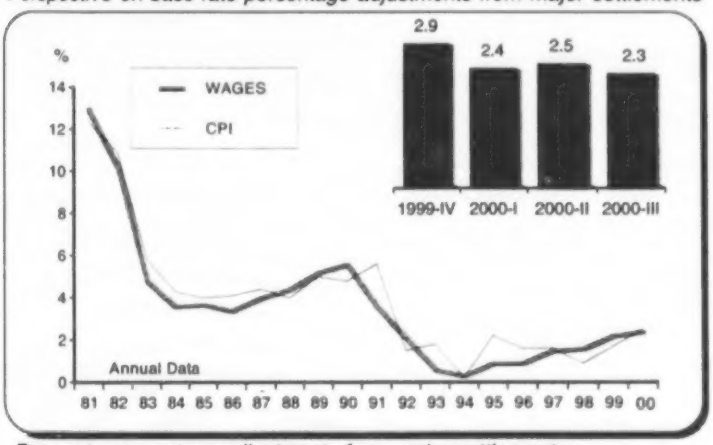
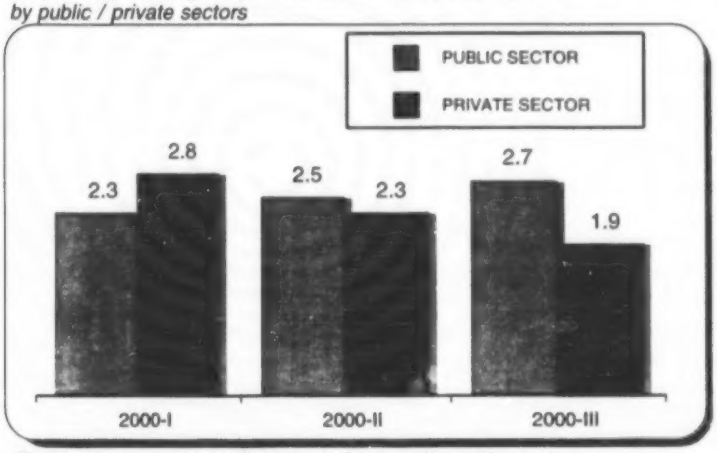
...LEMENTS BULLETIN

November 2000
Volume 11, Issue 11

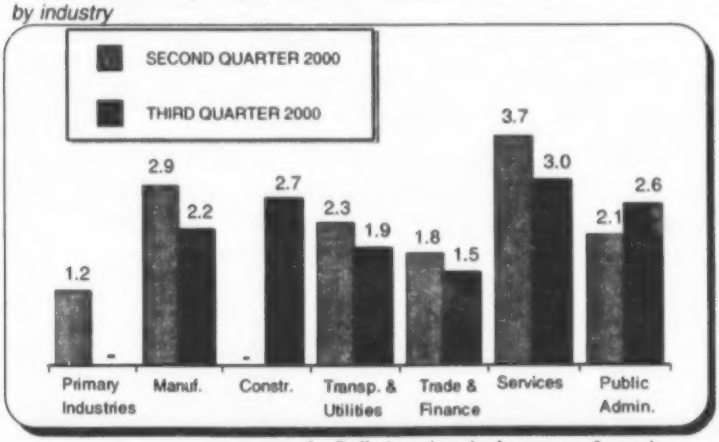
Perspective on base rate percentage adjustments from major settlements



Base rate percentage adjustments from major settlements, by public / private sectors



Base rate percentage adjustments from major settlements, by industry



Le Bulletin existe également en français.

Wage Data for Third Quarter 2000

Major collective bargaining settlements reached in the **third quarter of the year 2000** provided base-rate wage increases averaging 2.3 per cent annually over the contract-term. Quarterly average wage increases have remained in the 2.3 to 2.9 per cent range since the second quarter of 1999.

The third-quarter 2000 results are based on a review of the 57 settlements reached in the period, with a coverage of only 130,940 employees. When the parties to the third-quarter 2000 settlements previously negotiated (with contract durations averaging 36.9 months), the resulting wage adjustments averaged 1.5 per cent, compared to the 2.3 per cent in their current round of settlements.

The third-quarter results were influenced by several large sets of settlements including 8 Government of Manitoba agreements providing 12,690 public sector employees with wage gains of 2.3 per cent, 3 B.C. forestry settlements providing 19,500 employees with wage increases of 2.0 per cent and a settlement between Loblaws Supermarkets in Ontario and 15,000 retail employees receiving an average annual wage increase of 1.3 per cent.

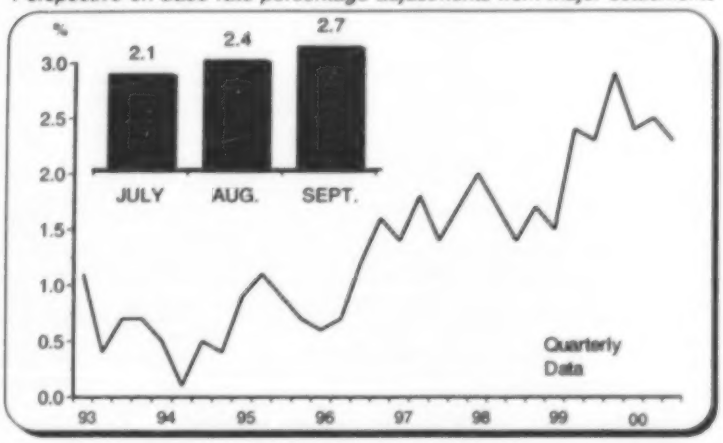
Public-sector wage adjustments for 71,070 employees in 37 settlements averaged **2.7 per cent**. In the **private sector**, wage increases for 59,870 employees in 20 agreements averaged **1.9 per cent**. Wage increases in private sector settlements were lower than those in the public sector. The public sector is comprised of a large education-sector component with wage increases averaging 3.1 per cent. The Loblaws settlement mentioned above had a large impact on restraining the private sector figure.

On an industry basis the largest increases were in the **services sector**. Twenty-two agreements provided 39,560 employees with wage increases averaging **3.0 per cent**. Twelve of these agreements covering 19,340 employees are education-sector settlements mostly in Ontario and Alberta (3.1 per cent average increase). In **construction**, 2 agreements provided 1,300 employees with wage increases averaging **2.7 per cent**. In **public administration**, 15 agreements provided 23,360 employees with wage gains averaging **2.6 per cent**. The remaining industry divisions had wage increases below the quarterly average. In

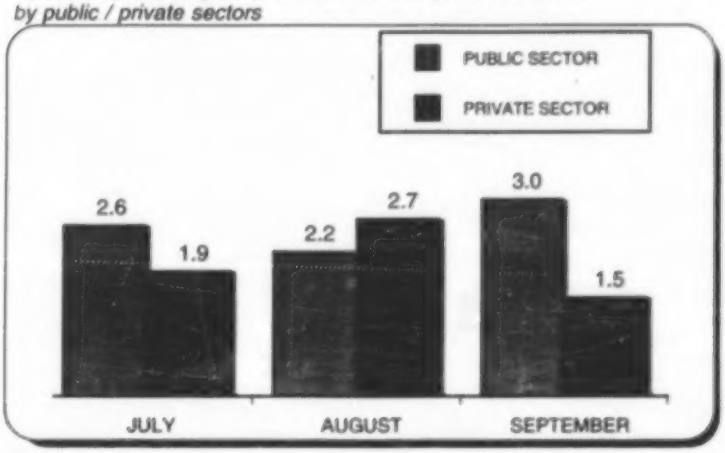
continued on page 5

Canada

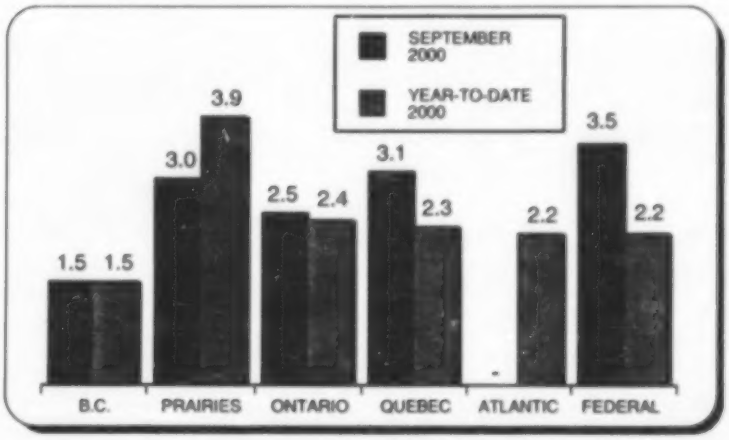
Perspective on base rate percentage adjustments from major settlements



Base rate percentage adjustments from major settlements, by public / private sectors



Base rate percentage adjustments from major settlements, by region / jurisdiction



Wage Data for September 2000

Major collective bargaining settlements reached in **September 2000** provided base-rate wage increases averaging **2.7 per cent** annually over the contract-term. This was up from the 2.4 per cent average for August, and the 2.2 per cent average for 1999 as a whole. Base-rate wage increases for settlements reached this year to date (January to September 2000 inclusively) also averaged 2.4 per cent.

The September 2000 results are based on a review of only 18 settlements reached in the period, with a coverage of 42,480 employees. Last year, the monthly coverage on average was approximately 68,300 employees in 31 agreements.

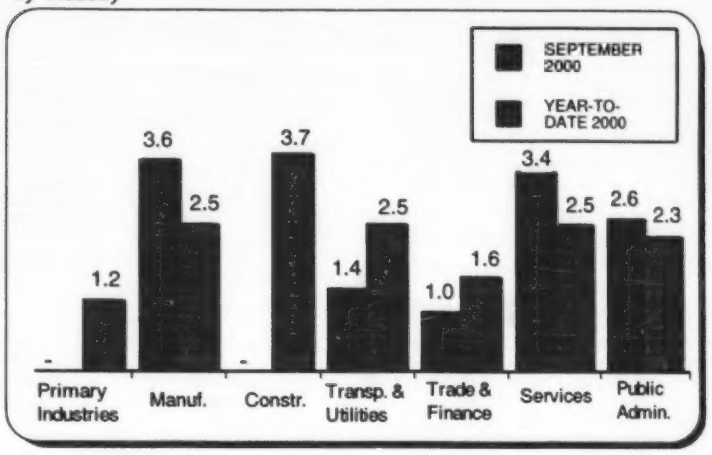
When the parties to the September 2000 settlements previously negotiated (with contract durations averaging 37 months), the resulting wage adjustments averaged 1.7 per cent, compared to the 2.7 per cent in their current round of settlements and a current average contract duration of 39 months.

Public-sector wage adjustments for 33,130 employees in 15 settlements averaged **3.0 per cent**, up from 2.2 per cent in the previous month, and from the average of 1.9 per cent for 1999. In the **private sector**, wage increases for only 9,350 employees in 3 agreements averaged **1.5 per cent**, down from 2.7 per cent in the previous month, and last year's average of 2.6 per cent. The Zehrs Markets settlement (1.0 per cent increase) covering 7,600 retail employees comprised 81% of total private sector employee coverage in September.

On a regional/jurisdictional basis, wage increases in descending order of magnitude were: the Federal jurisdiction at 3.5 per cent (2 agreements); Quebec at 3.1 per cent (3 agreements); the Prairie provinces at 3.0 per cent (3 agreements); Ontario at 2.5 per cent (7 agreements); and B.C. at 1.5 per cent (3 agreements). There were no settlements in the Atlantic provinces.

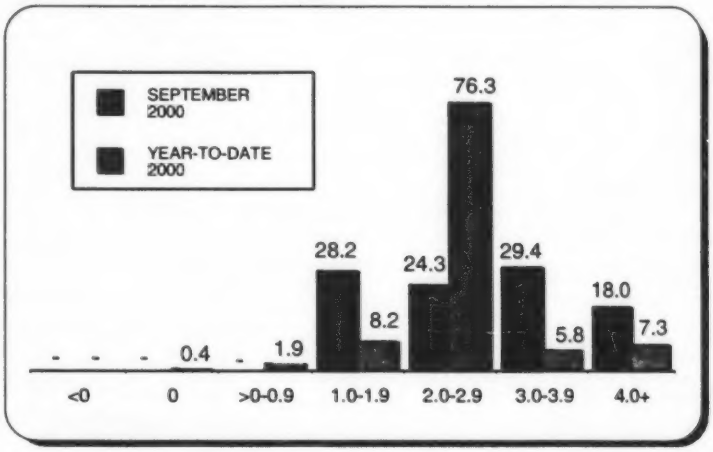
On an industry basis, the largest proportion of employees was in the **services sector**, providing 24,130 employees (over half of all employees) with wage increases averaging **3.4 per cent**. The largest average wage increase was in **manufacturing**; 2 agreements provided 1,750 employees with wage gains averaging **3.6 per cent.** In **public administration,** 4 agreements provided 3,800 employees with an average annual increase of **2.6 per cent**. In **transportation, communication and utilities,** 2 agreements provided 5,200 employees with wage increases averaging **1.4 per cent**. In **trade and finance,** a single agreement provided 7,600 employees with wage increases averaging **1.0 per cent** (Zehrs Markets).There were no major settlements in **primary industries** and **construction**.

Base rate percentage adjustments from major settlements, by industry



The majority of employees received wage increases in the 1.0 to 3.9 per cent range (82% of all employees). Of these, 28.2% of employees received increases of 1.0-1.9%, 24.3% of employees were at the 2.0-2.9 per cent range and 29.4 per cent at 3.0-3.9 per cent. Approximately 18% of employees received wage increases of 4.0 per cent and over. Average annual wage increases in September settlements ranged from a low of 0.8 per cent for 4,400 employees with the B.C. Ferry Corporation, to a high of 5.0 per cent for 1,490 secondary school personnel with the Waterloo District School Board.

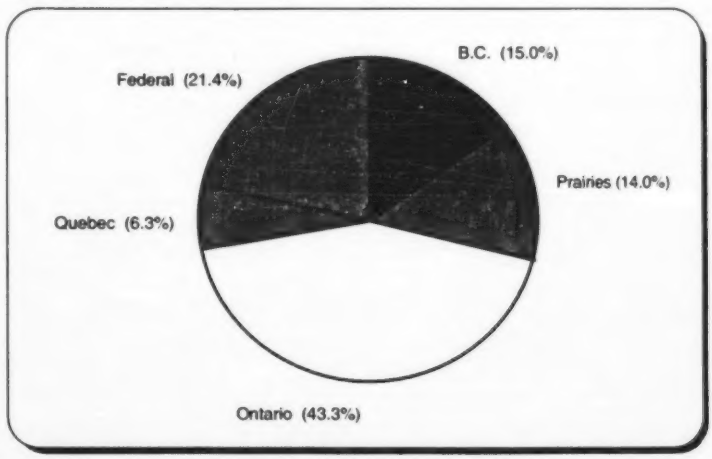
Percentage distribution of employees from major settlements, by size of base rate adjustments



The distribution of settlements and employees by region/jurisdiction is shown in the table below and the accompanying chart.

	Agreements	Employees
Quebec	3	2,690
Ontario	7	18,380
Prairie provinces	3	5,950
B.C.	3	6,360
Federal	2	9,100

Percentage distribution of employees in major settlements, by region/jurisdiction



MAJOR SETTLEMENTS REACHED IN SEPTEMBER

Industry and Employer	No. of empls.	Average annual percentage adj.	First year adjustment	Duration (months)	Expiry date dd/mm/yy
Manufacturing (2 agreements)	**1,750**	**3.6**	**3.5**	**36**	
Prevost Car inc., plant and maintenance employees, Ste-Claire, Que.	1,200	4.3*	4.2	36	30/06/03
Weldwood of Canada Limited, Cariboo Division, mill employees, Quesnel, B.C.	550	2.0	2.0	36	30/06/03
Transportation, Communication and Other Utilities (2 agreements)	**5,200**	**1.4**	**0.4**	**56.3**	
British Columbia Ferry Corporation, licensed personnel, Coast, B.C.	4,400	1.2*	0.0	60	31/10/03
Manitoba Hydro, office and clerical employees, prov.-wide, Man.	800	2.4	2.7	36	26/03/03
Trade-Finance (1 agreement)	**7,600**	**1.0**	**0.0**	**72**	
Zehrs Markets, Division of Zehrmart Limited, retail employees, province-wide, Ont.	7,600	1.0*	0.0	72	01/07/06
Community, Business & Personal Services (9 agreements)	**24,130**	**3.4**	**3.4**	**25.9**	
Board of Trustees of Edmonton School District No. 7, elementary and secondary teachers, Edmonton, Alta.	4,510	3.2	3.2	12	31/08/01
Board of Trustees of the Edmonton Catholic Reg. Div. No 40, office and clerical employees, Edmonton, Alta.	640	2.6	3.5	16	31/12/01
Durham District School Board, elementary teachers, Whitby, Ont.	2,530	2.0	2.0	12	31/08/01
National Research Council of Canada, scientific and other professionals, Canada-Wide	1,100	2.3	2.0	24	19/07/02
Purolator Courier Limited, couriers, Canada-Wide	8,000	3.6	3.8	48	31/12/03
Thames Valley District School Board, elementary teachers, London, Ont.	3,200	4.0	4.0	12	31/08/01
Thames Valley District School Board, secondary teachers, London, Ont.	1,760	4.0	4.0	12	31/08/01
University of Quebec at Montreal, professors, Montreal, Que.	900	2.2	1.5	48	31/05/03
Waterloo Region District School Board, secondary teachers, Kitchener, Ont.	1,490	5.0	5.0	12	31/08/01
Public Administration (4 agreements)	**3,800**	**2.6**	**2.3**	**36**	
City of Burnaby, inside employees, Burnaby, B.C.	1,410	2.3	2.0	36	31/12/02
City of Quebec, outside employees, Quebec, Que.	590	2.2	1.8	36	31/12/02
Regional Municipality of Peel Police Services Board, inside employees, Brampton, Ont.	500	2.9	2.7	36	31/12/02
Regional Municipality of Peel Police Services Board, police officers, Brampton, Ont.	1,300	2.9	2.7	36	31/12/02
Agreements with COLA (3 agreements)	**13,200**	**1.3**	**0.4**	**64.7**	
Agreements without COLA (15 agreements)	**29,280**	**3.2**	**3.2**	**27.7**	
All agreements (18 agreements)	**42,480**	**2.7**	**2.4**	**39.2**	

** Agreements with cost-of-living allowances (COLA) calculated at a projected 2.0% inflation rate.*

WAGE INCREASES FROM MAJOR SETTLEMENTS
(effective average annual percentage adjustments in base rates)

	1997	1998	1999	1999		2000			2000			Year to
				3	4	1	2	3	Jul	Aug	Sept	Date*
All Industries/Jurisdictions												
Average Annual Adjustment	1.5	1.7	2.2	2.3	2.9	2.4	2.5	2.3	2.1	2.4	2.7	2.4
Non-COLA	1.4	1.6	2.0	2.1	2.2	2.4	2.5	2.4	2.1	2.3	3.2	2.4
COLA	1.8	2.6	3.3	4.0	4.2	2.2	2.4	1.8	2.4	2.9	1.3	2.2
First Year Increase	1.1	1.4	1.9	1.9	2.8	1.9	2.6	2.4	2.5	2.0	2.4	2.2
Non-COLA	1.0	1.4	1.7	1.6	2.1	1.9	2.6	2.6	2.5	1.9	3.2	2.2
COLA	1.7	2.5	3.2	3.9	4.1	2.5	2.7	1.0	1.7	2.7	0.4	2.2
Industries												
Primary Industries	1.9	1.1	2.1	1.6	2.3	-	1.2	-	-	-	-	1.2
Manufacturing	2.3	1.4	3.3	3.4	4.3	2.5	2.9	2.2	2.0	2.3	3.6	2.5
Construction	1.6	2.4	2.0	1.4	-	3.9	-	2.7	2.7	-	-	3.7
Transp. & Communication	1.6	1.9	2.4	3.3	2.2	2.6	2.3	1.9	2.4	-	1.4	2.5
Trade-Finance	1.7	1.6	1.5	1.9	2.2	2.0	1.8	1.5	1.3	2.3	1.0	1.6
Services	1.0	1.4	1.8	2.4	2.3	2.2	3.7	3.0	2.4	2.7	3.4	2.5
Public Administration	1.3	1.8	2.2	2.2	2.2	2.5	2.1	2.6	2.6	2.5	2.6	2.3
Jurisdictions												
Newfoundland	1.7	1.3	1.6	2.2	-	2.4	2.3	-	-	-	-	2.4
Prince Edward Island	-	2.1	2.7	-	3.0	-	2.4	-	-	-	-	2.4
Nova Scotia	2.0	2.9	2.1	1.5	1.8	2.2	-	-	-	-	-	2.2
New Brunswick	0.7	1.5	2.4	3.6	-	1.5	2.5	2.6	2.6	-	-	2.1
Quebec	1.3	1.0	1.6	1.5	2.1	2.3	2.7	2.8	2.5	2.2	3.1	2.3
Ontario	1.1	1.6	2.1	3.1	3.6	2.5	2.3	2.2	1.8	2.8	2.5	2.4
Manitoba	1.1	1.4	2.5	2.1	2.3	2.5	2.2	2.4	2.4	2.4	2.4	2.4
Saskatchewan	0.9	1.8	2.1	3.1	1.8	2.0	-	-	-	-	-	2.0
Alberta	2.4	3.0	4.0	3.3	3.0	3.8	5.9	3.0	2.5	-	3.1	4.7
British Columbia	1.3	0.8	0.8	1.3	0.8	0.6	0.7	1.9	2.1	1.8	1.5	1.5
Multi-Province	2.8	1.5	2.2	-	-	2.6	1.8	2.7	2.7	-	-	2.5
Federal Jurisdiction	1.8	2.1	2.8	3.4	2.3	2.2	2.0	3.0	2.4	2.8	3.5	2.2
Public Sector	1.1	1.6	1.9	2.3	2.1	2.3	2.5	2.7	2.6	2.2	3.0	2.4
Private Sector	1.8	1.8	2.6	2.4	3.6	2.8	2.3	1.9	1.9	2.7	1.5	2.3
Consumer Price Index	1.6	0.9	1.7	2.2	2.4	2.7	2.4	2.7	3.0	2.5	2.7	2.6

*January to September data

Data for the current month are preliminary.

cont'd from page 1

manufacturing, 8 agreements provided 23,700 employees with wage increases averaging **2.2 per cent** and in **transportation, communication and other utilities**, 5 agreements provided 10,200 employees with wage increases averaging **1.9 per cent**. The smallest average increase was recorded in the **trade and finance sector** with 5 agreements providing 32,820 employees with wage adjustments averaging **1.5 per cent.**

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Employer	Union	Number of employees	Settlement month
•Government of Canada	PIPS	6,020	Oct. 00
•CN	BMWE	3,510	Oct. 00
•Canada Customs and Revenue Agency	PIPS	6,000	Oct. 00
•Manitoba Hydro-Electric Board	IBEW	2,300	Nov. 00

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•Government of Canada	various unions	119,160	B/CO	Nov.99/Sept.00
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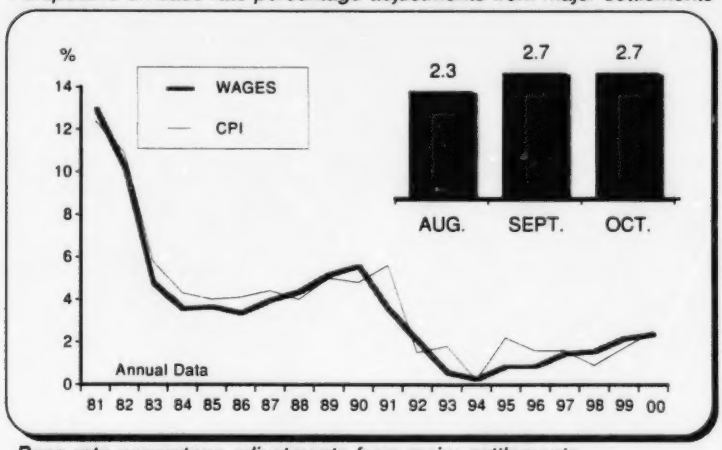
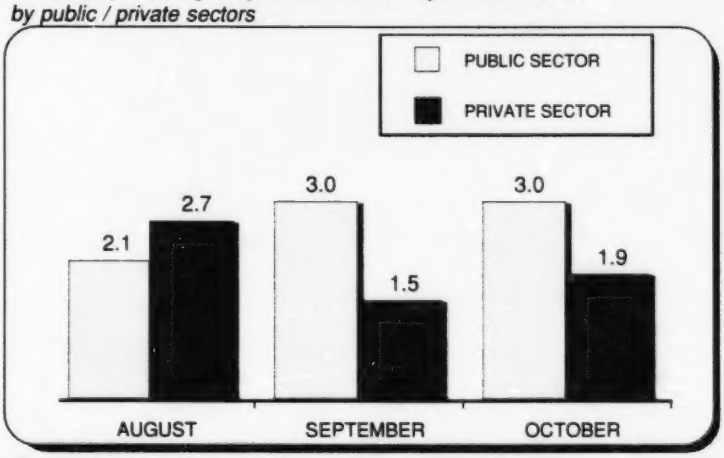
...ENTS BULLETIN

December 2000
Volume 11, Issue 12

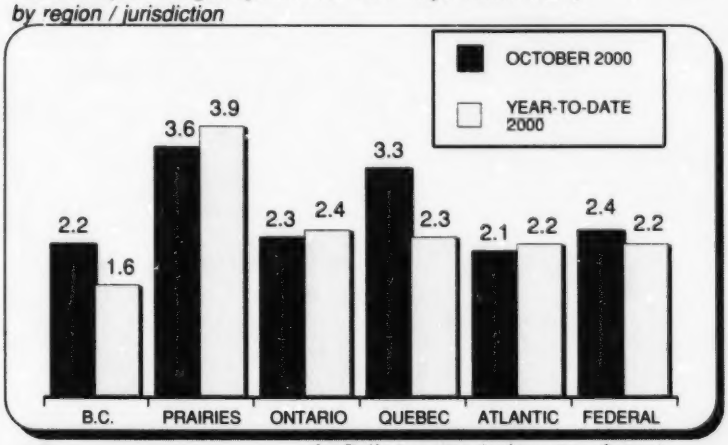
Perspective on base rate percentage adjustments from major settlements



Base rate percentage adjustments from major settlements, by public / private sectors



Base rate percentage adjustments from major settlements, by region / jurisdiction



Le Bulletin existe également en français.

Wage Data for October 2000

Major collective bargaining settlements reached in **October 2000** provided base-rate wage increases averaging **2.7 per cent** annually over the contract-term, the same as in the previous month but above the 2.2 per cent average for 1999 as a whole. Base-rate wage increases for settlements reached this year to date (January to October 2000 inclusively) averaged 2.4 per cent.

The October 2000 results are based on a review of the 23 settlements reached in the period, with a coverage of 52,800 employees. When the parties to the October 2000 settlements previously negotiated (with contract durations averaging 34 months), the resulting wage adjustments averaged 2.0 per cent, compared to the 2.7 per cent in their current round of settlements.

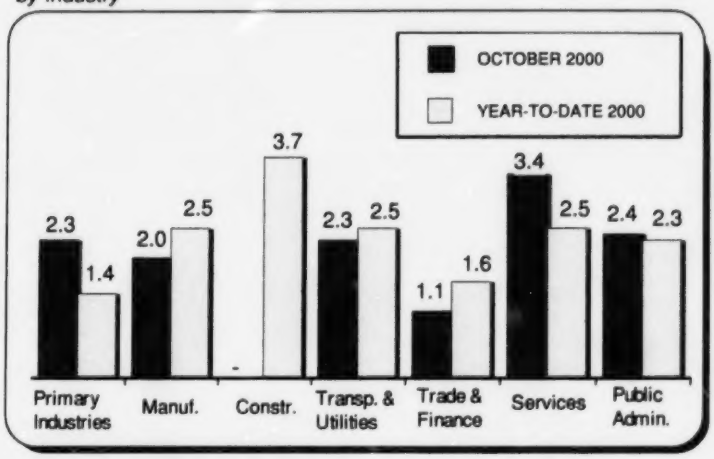
Wage increases in private sector settlements were lower than those in the public sector. **Private-sector** wage adjustments for 14,080 employees in 6 settlements averaged **1.9 per cent**. Wage increases in this sector ranged from a low of 1.0 per cent for 3,000 retail employees with Zehrs Markets in Ontario to a high of 2.5 per cent for 4,710 customer service employees with Air Canada. The CN Rail settlement (3,510 employees) at 2.0 per cent, also had an impact on the private sector figure. In the **public sector**, wage increases for 38,720 employees in 17 agreements averaged **3.0 per cent**. Wage increases in this sector ranged from a wage freeze for 900 supply teachers with the Ottawa Carleton District School Board to 5.0 per cent for 2,130 elementary school teachers with the Waterloo Region District School Board.

On a regional/jurisdictional basis, the largest concentration of employees was in the Federal jurisdiction, with 22,050 workers (42% of total) in 6 agreements obtaining wage increases averaging 2.4 per cent. The largest average wage increase was in the Prairie provinces at 3.6 per cent. In descending order of magnitude the remaining regions/jurisdictions were: Quebec at 3.3 per cent; Ontario at 2.3 per cent; B.C. at 2.2 per cent and Atlantic Canada at 2.1 per cent.

Canada

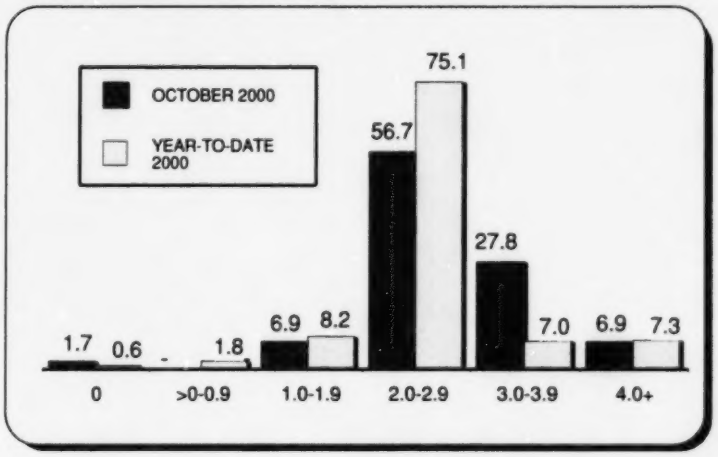
On an industry basis, the largest proportion of employees was in the **services sector**, providing 20,130 employees (39% of all employees) with the largest average wage increase at **3.4 per cent.** All remaining industry divisions were below the month's 2.7 per cent average. The second largest average wage increase was in **public administration**; 7 agreements provided 16,780 employees with wage gains averaging **2.4 per cent.** In **transportation, communication and utilities,** 3 agreements provided 9,410 employees with wage increases averaging **2.3 per cent,** and also in **primary industries**, a single agreement provided 700 employees (Hudson Bay Mining) with wage increases averaging 2.3 per cent. In **manufacturing,** a single agreement provided 1,500 employees with wage increases averaging **2.0 per cent** (Canadian Forest Products). In **trade and finance,** 2 agreements provided 3,660 employees with the lowest average annual increase at **1.1 per cent**. There were no major settlements in **construction**.

Base rate percentage adjustments from major settlements, by industry



The majority of employees (56.7%) in October received wage increases in the 2.0 to 2.9 per cent range. Below this, 1.7% of employees had a wage freeze and 6.9% of workers received increases ranging from 1.0 to 1.9 per cent. Slightlyless than 28% of employees received wage increases of 3.0 to 3.9 per cent and fractionally below 7% of employees received wage increases greater than 4.0 per cent.

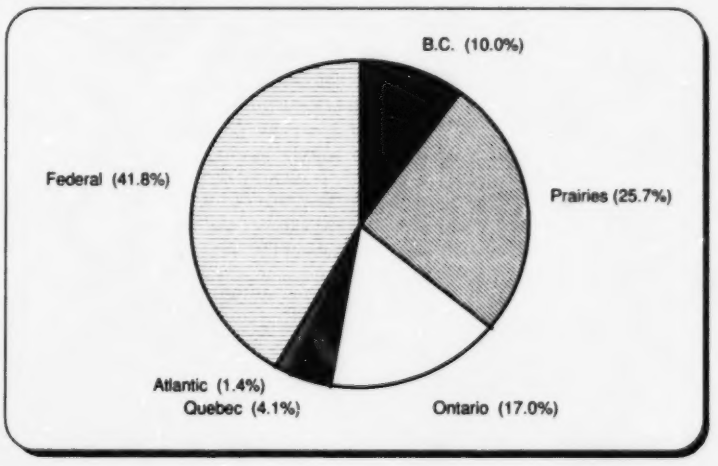
Percentage distribution of employees from major settlements, by size of base rate adjustments



The distribution of settlements and employees by region/jurisdiction is shown in the table below and the accompanying chart.

	Agreements	Employees
Atlantic provinces	1	750
Quebec	2	2,170
Ontario	6	8,990
Prairie provinces	3	13,580
B.C.	5	5,260
Federal	6	22,050

Percentage distribution of employees in major settlements, by region/jurisdiction



MAJOR SETTLEMENTS REACHED IN OCTOBER

Industry and Employer	No. of empls.	Average annual percentage adj.	First year adjustment	Duration (months)	Expiry date dd/mm/yy
Primary Industries (1 agreement)	**700**	**2.3**	**3.5**	**36.0**	
Hudson Bay Mining and Smelting Co., Ltd., mine employees, Flin Flon, Man.	700	2.3*	3.5	36.0	31/12/02
Manufacturing (1 agreement)	**1,500**	**2.0**	**2.0**	**36.0**	
Canadian Forest Products Ltd., mill employees, Prince George, B.C.	1,500	2.0	2.0	36.0	30/06/03
Transportation, Communication and Other Utilities (3 agreements)	**9,410**	**2.3**	**2.3**	**28.5**	
Air Canada, customer service, System-wide	4,710	2.5	2.5	24.0	27/03/04
Canadian National Railway Company, bridge and structure employees, System-wide	3,510	2.0	2.0	36.0	31/12/03
Government of Canada, electronic technicians, Canada-Wide,	1,190	2.2	2.0	24.0	31/08/01
Trade-Finance (2 agreements)	**3,660**	**1.1**	**0.2**	**63.9**	
Sobey's Québec, wholesale employees, Montréal-Nord, Que.	660	1.7	1.0	36.0	04/07/03
Zehrs Markets, Division of Zehrmart Limited, retail employees, Essex County, Ont.	3,000	1.0*	0.0	70.0	01/07/06
Community, Business & Personal Services (9 agreements)	**20,750**	**3.4**	**4.1**	**26.9**	
Carleton University, support employees, Ottawa, Ont.	580	2.7	3.0	24.0	30/06/02
Elk Island Public Schools Regional Division No. 14, elementary and secondary teachers, Elk Island, Alta.	920	3.4	3.4	12.0	31/08/01
Government of Saskatchewan, elementary and secondary teachers, province-wide, Sask.	12,150	3.6	4.5	32.0	31/08/02
London District Catholic School Board, elementary and secondary teachers, London, Ont.	1300	2.0	2.0	24.0	31/08/02
Memorial University of Newfoundland, administrative services employees, St. John's, Nfld.	750	2.1	3.0	23.0	01/09/01
Ottawa-Carleton District School Board, occasional teachers, Nepean, Ont.	900	0.0	0.0	12.0	31/08/01
Parkland School Division No. 70, elementary and secondary teachers, Stony Plain, Alta.	510	3.8	3.8	12.0	31/08/01
University of Montreal, professors, Montréal, Que.	1,510	4.0	5.0	36.0	31/05/03
Waterloo Region District School Board, elementary teachers, Kitchener, Ont.	2,130	5.0	5.0	12.0	31/08/01
Public Administration (7 agreements)	**16,780**	**2.4**	**2.2**	**27.5**	
Canada Customs and Revenue Agency, auditors, Canada-Wide	5,920	2.5	2.5	12.0	21/06/01
City of Coquitlam, inside and outside employees, Coquitlam, B.C.	770	2.3	2.0	36.0	31/12/02
City of Richmond, inside employees, Richmond, B.C.	870	2.3	2.0	36.0	31/12/02
City of Vancouver, outside employees, Vancouver, B.C.	1,490	2.3	2.0	36.0	31/12/02

** Agreements with cost-of-living allowances (COLA) calculated at a projected 2.0% inflation rate.*

Continued on next page

MAJOR SETTLEMENTS REACHED IN OCTOBER

Industry and Employer	No. of empls.	Average annual percentage adj.	First year adjustment	Duration (months)	Expiry date
Corporation of Delta, inside and outside employees, Delta, B.C.	630	2.3	2.0	36.0	31/12/02
Government of Canada, scientific and other professionals, Canada-Wide	6,020	2.3	2.0	36.0	22/09/02
Regional Municipality of York Police Services Board, police officers, Newmarket, Ont.	1080	3.0	3.0	36.0	31/12/02
Agreements with COLA (2 agreements)	**3,700**	**1.2**	**0.7**	**63.6**	
Agreements without COLA (21 agreements)	**49,100**	**2.8**	**3.0**	**27.8**	
All agreements (23 agreements)	**52,800**	**2.7**	**2.8**	**30.3**	

WAGE INCREASES FROM MAJOR SETTLEMENTS
(effective average annual percentage adjustments in base rates)

	1997	1998	1999	1999		2000			Year to	2000		
				3	4	1	2	3	date*	Aug	Sep	Oct
All Industries/Jurisdictions												
Average Annual Adjustment	1.5	1.7	2.2	2.3	2.9	2.4	2.5	2.3	2.4	2.3	2.7	2.7
Non-COLA	1.4	1.6	2.0	2.1	2.2	2.4	2.5	2.4	2.4	2.2	3.2	2.8
COLA	1.8	2.6	3.3	4.0	4.2	2.2	2.4	1.8	2.1	2.9	1.3	1.2
First Year Adjustment	1.1	1.4	1.9	1.9	2.8	1.9	2.6	2.4	2.2	2.1	2.3	2.8
Non-COLA	1.0	1.4	1.7	1.6	2.1	1.9	2.6	2.6	2.2	2.0	3.2	3.0
COLA	1.7	2.5	3.2	3.9	4.1	2.5	2.7	1.0	2.2	2.7	0.4	0.7
Industries												
Primary Industries	1.9	1.1	2.2	1.6	2.4	-	1.2	-	1.4	-	-	2.3
Manufacturing	2.3	1.4	3.3	3.4	4.4	2.5	2.9	2.2	2.5	2.3	3.6	2.0
Construction	1.6	2.4	2.0	1.4	-	3.9	-	2.7	3.7	-	-	-
Transp. & Communication	1.6	1.9	2.4	3.3	2.2	2.6	2.3	2.1	2.5	2.5	1.4	2.3
Trade-Finance	1.7	1.6	1.5	1.9	2.2	2.0	1.8	1.5	1.6	2.3	1.0	1.1
Services	1.0	1.4	1.8	2.4	2.3	2.2	3.6	2.9	2.5	1.9	3.4	3.4
Public Administration	1.3	1.8	2.2	2.2	2.2	2.5	2.1	2.6	2.3	2.5	2.6	2.4
Jurisdictions												
Newfoundland	1.7	1.3	1.6	2.2	-	2.4	2.3	-	2.4	-	-	2.1
Prince Edward Island	-	2.1	2.7	-	3.0	-	2.4	-	2.4	-	-	-
Nova Scotia	2.0	2.9	2.1	1.5	1.8	2.2	-	-	2.2	-	-	-
New Brunswick	0.7	1.5	2.4	3.6	-	1.5	2.5	2.5	2.1	-	-	-
Quebec	1.3	1.0	1.6	1.5	2.1	2.3	2.6	2.8	2.3	2.2	3.1	3.3
Ontario	1.1	1.6	2.1	3.2	3.6	2.5	2.3	2.2	2.4	2.4	2.5	2.3
Manitoba	1.1	1.4	2.5	2.2	2.3	2.5	2.2	2.4	2.4	2.4	2.4	-
Saskatchewan	0.9	1.8	2.1	3.1	1.8	2.0	-	-	3.5	-	-	3.6
Alberta	2.4	3.0	4.0	3.3	3.0	3.8	5.9	3.0	4.6	-	3.1	3.5
British Columbia	1.3	0.8	0.8	1.3	0.8	0.6	0.7	1.9	1.6	1.8	1.5	2.2
Multi-Province	2.8	1.5	2.2	-	-	2.6	1.8	2.7	2.4	-	-	-
Federal Jurisdiction	1.8	2.1	2.8	3.4	2.3	2.2	2.0	3.0	2.2	2.8	3.5	2.4
Public Sector	1.1	1.6	1.9	2.3	2.1	2.3	2.5	2.6	2.4	2.1	3.0	3.0
Private Sector	1.8	1.8	2.6	2.4	3.6	2.8	2.3	1.9	2.2	2.7	1.5	1.9
Consumer Price Index	1.6	0.9	1.7	2.2	2.4	2.7	2.4	2.7	2.6	2.5	2.7	2.8

*January to October data

Data for the current month are preliminary.

MOST RECENT SETTLEMENTS

Employer	Union	Number of employees	Settlement month
•Entourage Technology Solutions	CEP	1,400	Nov. 00
•Government of New Brunswick	Nurses Union	5,200	Nov. 00

CURRENT KEY NEGOTIATIONS

Employer	Union	Number of employees	Status*	Expiry month
Public Sector				
•Government of Canada	various unions	120,630	B/CO/TENT	Nov.99/Jan.01
•Canada Customs and Revenue Agency	PSAC and PIPS	42,020	B	(1st) / Oct. 00
•Canadian Food Inspection Agency	PIPS & PSAC	4,330	B/CO	Sep.00
•VIA	various unions	2,530	B	Dec. 00
•Cape Breton Development Corp.	Mineworkers (UMWA)	1,200	B	Dec. 98
•Government of Nova Scotia	CUPE	1,160	CO	Oct. 99
•Government of Nova Scotia	N.S. Govt. Empls. Union	5,700	B	Mar. 00
•Sydney Steel	Steelworkers	175	TENT	Oct. 99
•Government of Quebec	Quebec Provincial Police Association	4,700	TENT	June 98
•Montreal Urban Community	MUC Police Assn.	4,510	TENT	Dec. 98
•City of Toronto	Firefighters	3,000	ARB	various
•Government of Saskatchewan	SGEU	9,500	B	Sept. 00
•Government of N.W.T.	PSAC	4,000	B	Mar. 00
Private Sector				
•CN Rail	various unions	10,910	B	Dec. 00
•CP Rail	various unions	6,800	B	Dec. 00
•Alcan	various unions	4,435	B	Jan. 01
•Falconbridge	CAW	1,430	WS	July 00
•Pipe Line Contractors' Association	various unions	4,300	B/TENT	Apr. 00
•NAV CANADA	IBEW	950	B	Aug. 00
•Motor Coach Industries (Man.)	Machinists	1,620	B	Aug. 00
•TELUS	TWU	14,800	B	Dec. 00
•Council of Marine Carriers (2 agts.)	Merchant Service Guild & Longshoremen	1,150	B	Aug. 00

Status* :

ARB	arbitration	MED	mediation	PMB	post-mediation bargaining
B	bargaining	M/WS	mediation after work stoppage	TENT	tentative agreement
B/WS	bargaining after work stoppage	PAB	post-arbitration bargaining	WS	work stoppage
CO	conciliation	PCB	post-conciliation bargaining		

UPCOMING KEY NEGOTIATIONS

Employer	Union	Number of employees	Expiry month
•Ford Electronics	IAMAW	1,500	Jan. 01
•Toronto Hydro	CUPE	1,600	Jan. 01

EXPLANATORY NOTES

Sources: The information on collective bargaining and wage settlements in this bulletin is produced by the Workplace Information Directorate. Data for the Consumer Price Index are from Statistics Canada's The Consumer Price Index (Cat. 62-001), and for Average Weekly Earnings from *Employment, Earnings and Hours of Work (Cat. 72-002)*.

Coverage: The information on collective bargaining settlements and negotiations pertain to bargaining units involving 500 or more employees in all industries and jurisdictions across Canada. The Directorate monitors 1,220 such agreements for 2,636,000 employees. The employee coverage represents approximately 55 per cent of the unionized workforce and 20 per cent of non-agricultural paid employment.

Base rate adjustments: The "base rate" which is used in all calculations is the wage rate of the lowest paid classification containing a significant number of qualified workers in the bargaining unit. Wage adjustments are the average annual percentage adjustment in base rates over the term of the agreement in settlements negotiated during the period shown. The average is obtained by weighting individual settlements by the number of employees affected. The adjustments include estimated cost-of-living allowance (COLA) payments calculated at a projected 2.0 percent inflation rate.

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